

Sustainability Report

2024-25



JAYANT AGRO-ORGANICS LTD.

Leadership through Innovation



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About the Report

Jayant Agro-Organics Limited (JAOL) is proud to present its Fourth Sustainability Report for the financial year 2024–25. This annual publication reflects our continued commitment to transparency, accountability, and sustainable growth. Through this report, we aim to share comprehensive and relevant disclosures that address the expectations and interests of our key stakeholders — including employees, customers, communities, and investors.

Our sustainability journey is guided by the principles of responsible business practices, environmental stewardship, and inclusive development. This report outlines our performance, initiatives, and progress across environmental, social, and governance (ESG) dimensions, reinforcing our dedication to creating long-term value for all.

Reporting Framework	The report has been guided 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	Jayant Agro-Organics Limited (JAOL) has adopted a robust and integrated approach to sustainability reporting by taking guidance from the Global Reporting Initiative (GRI) framework alongwith the Business Responsibility and Sustainability Reporting (BRSR) principles. This strategic integration ensures that the disclosures presented are balanced, clear, comparable, reliable, and timely, meeting both global standards and national regulatory expectations. By embedding stakeholder engagement and materiality at the core of our reporting process, we reinforce our commitment to transparent and responsible business practices. This alignment enables JAOL to offer a holistic view of its sustainability initiatives, reflecting our dedication to ethical operations, long-term value creation, and continuous improvement across environmental, social, and governance (ESG) dimensions.
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

Our ESG Program

INPUTS



Financial Capital
Shareholder's Funds:
₹ 576.87 Crs.
Borrowed Funds:
₹ 105.92 Crs.



Manufactured Capital
Property, Plant & Equipment:
₹ 312.06 Crs
Manufacturing Sites:
7 nos.
Research and Development Centres:
1 no.



Human Capital
Permanent Employees:
700+.
Contract Employees:
750+
Total Head Count:
1450+



Intellectual Capital
Amount Spent on R&D:
₹ 4.57 Crs.
No. of Employees in R&D:
~30



Social Relationship Capital
Exporting to: 5 Continents
No. of countries: 70+
CSR Expenditure: ₹ 1.10 Crs.
Local Procurement: ~95%

VALUE GENERATED

For Providers of Financial Capital

We deliver consistent, profitable and responsible growth

For our People

We strive to provide equal opportunities to all our employees, ensure capacity building, training, and a safe work environment

For Suppliers

We ensure an optimum supply chain with competent suppliers for seamless operations. We also engage and collaborate with our suppliers closely for knowledge enhancement, process improvements and product applications

For Customers

We create value for customers by providing high-quality and sustainable products

For Communities around us

We contribute towards improving the living conditions of communities around us through our CSR and community initiatives and, at the same time, ensure that our production processes do not have any adverse impact on the environment

STRATEGIC PRIORITIES



Existing value chain expansion



Introducing new value chains



Customer collaborations



High growth sectors



Manufacturing efficiencies

OUTPUT

A Wide Range of Castor Oil & Derivatives catering to sectors like



Cosmetics



Food



Textile



Rubber



Automobiles



Furniture



Paints



Plastics



Engineering



Electronics & Telecommunications



Adhesives



Construction

OUTCOME

Financial Capital

Revenue: ₹ 2,529.83 Crs.	EBITDA: ₹ 110.46 Crs.
PBT: ₹ 72.59 Crs.	EPS: ₹ 18.30

Human Capital

Attrition Rate: ~ 11 %

Manufactured Capital

Total Products Manufactured: 90+
New Products Developed: 10

Social Relationship Capital

- More than 13,500 farmers are now trained, audited and certified by the implementation program, and individual farmer yield has increased substantially;
- Over 10,000 hectares (36,000+ hectares cumulatively since 2016) of generally semi-arid land are now repeatedly farmed according to the SuCCESS® sustainability code, as it is seen as a profitable crop.
- 57% higher than the yield against yield published by government body
- Over 100 medical camps organised covering 8500+ farmers, worker and their family members
- Safety kits and crop protection product boxes have been distributed free of charge
- About 430 capacity-building training sessions

Natural Capital

- ~90% Renewable Energy (RE) Consumption out of Total Consumption & ~20% RE power consumption out of total consumption
- Water restoration project for benefit of nearby - community.
- Distributed Saplings to employees and nearby community
- Lower water usage of Approx. 33% in Demo Plots where water measurement is monitored



Message From the Chairman

Jayant Agro-Organics Limited (JAOL) is pleased to present its Fourth Sustainability Report for the financial year 2024–25, reaffirming our unwavering commitment to sustainable development. This report reflects our continued efforts to integrate eco-conscious practices across the castor supply chain and operational processes, contributing meaningfully to the production of industrial chemicals and renewable energy.

At Jayant Agro, our commitment to sustainability has been deeply rooted in our values for over thirty years guiding impactful efforts across energy conservation, water management, education, healthcare, and community development. We bring all these meaningful initiatives together under a single, unified identity- SATVA. SATVA is a sustainability practice of fulfilling current needs without depleting resources or harming natural cycles, ensuring future generations can also thrive. Inspired by a calm and balanced state of mind, SATVA reflects our vision to build a harmonious ecosystem; for our business, our communities, and the planet

Global Trends and Performance Overview

In FY 2024–25, Jayant Agro-Organics Limited (JAOL) continued to leverage the versatile and sustainable nature of castor oil, a vital bio-based raw material used across a wide range of industrial applications. Its growing relevance is evident in sectors such as cosmetics, pharmaceuticals, personal care, machining oils, refrigeration lubricants, and the food industry. As global petroleum prices remain volatile, castor oil-based products offer a cost-effective and eco-friendly alternative to petroleum-derived materials, reinforcing JAOL's role in promoting green chemistry and circular economy principles.

Despite a challenging global landscape, JAOL has demonstrated resilience. Export sales remain a significant contributor to overall revenue, but the Company continues to navigate risks such as geopolitical tensions, trade disruptions, currency fluctuations, and evolving consumer demands.

The ongoing Red Sea shipping crisis, triggered by regional conflicts and security concerns, has disrupted global supply chains. Vessels rerouting via the Cape of Good Hope have led to increased transit times and shipping costs. These developments, coupled with lingering effects of past conflicts, have tested the agility of global trade.

In this context, JAOL's performance during FY 2024–25 has been satisfactory, reflecting its ability to adapt and respond to external pressures while maintaining operational efficiency and stakeholder value.

Innovation and Global Reach

The Research & Development Centre at JAOL continues to play a pivotal role in driving innovation and responding to dynamic market needs. Our commitment to excellence is reflected in the successful launch of new, value-added products tailored to diverse industrial applications. With a presence in over 70 countries and a portfolio of more than 90 products, JAOL demonstrates strong global adaptability and strategic foresight.

This expansive reach not only reinforces our market leadership but also strengthens our ability to build long-term partnerships with customers across geographies. Our R&D efforts are aligned with sustainability goals, ensuring that product development supports both environmental responsibility and customer satisfaction.

Embedding Sustainability in Production

The approach to sustainability is a reflection towards forward- thinking strategy that not only benefits the environment but also enhances the company's reputation and operational efficiency. By focusing on the conservation of soil, water, and air, and promoting sustainable farming practices, the organization is contributing to the global effort to combat climate change. The production of castor oil as a bio-based, eco-friendly raw material further emphasizes the company's dedication to environmental stewardship. The strategic investment in renewable energy sources, such as windmills and cogeneration plants, showcases a proactive move towards energy independence and a reduced carbon footprint. These initiatives are not just corporate responsibilities but are integral to building a sustainable future, setting a benchmark for others in the industry to follow.

Sustainable Farming Practices in communities

As time goes by, the urgency to address the issues relating to climate change is more and more apparent. Sustainable Castor Association, of which the company is one of the founders, have carried out LCA of SuCESS certified Castor Seeds. I am pleased to share that SuCESS certified farms demonstrated approximately 30% improvements in GWP/Climate change, resource use (fossil fuel depletion), and WSF (water scarcity footprint) according to ISO 14040/44 standards and EU PEF categories.

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. In one of our project “Pragati” we have empowered ~10000 Indian farmers in their journey to create a framework for sustainable castor bean production.

In addition to these initiatives, we along with global chemical giant Arkema have jointly undertaken projects to support farmers' children under the Eranda Scholarship Program to create awareness on the subject of Sustainability.

We are among the pioneers & First Company in the world to be certified according to the SuCESS® (Sustainable Castor Caring for Environmental & Social Standards) framework. All our production sites are amongst first sites in the industry to be certified, thereby enabling supplies of sustainably produced castor oil and our range of castor oil-based products to the global markets.

Upholding a rich legacy of performance requires relentless effort and unwavering dedication. By forging partnerships with leading organizations and institutions, a commitment to driving innovation becomes evident. Investment in Research & Development is not merely a financial decision; it's a testament to the belief in the power of new ideas and the pursuit of progress. This philosophy echoes the founder's timeless wisdom: the outcomes we experience are a reflection of the efforts we invest. It's a principle that guides not just business strategies, but also the ethos of a forward- thinking organization. As such, every step taken today is a seed planted for tomorrow's success, ensuring that the legacy not only endures but flourishes thereby following the philosophy of our Founder - "As you sow, so you reap".

Abhay V. Udeshi
CHAIRMAN

Integrated Supply Chain

Seed Development



Under Backward Integration Program, the Company through its Subsidiary, Ihstedu Agrochem Pvt. Ltd (IAPL) has developed Hybrid Seeds Program to supply quality input seeds for Castor Cultivation.

Supporting Farmers



The Company runs several programs / initiatives to support farmers in adopting Good Agricultural Practices

Procurement



The Company has developed strong procurement system to ensure uninterrupted supply of raw materials.

Crushing and Refining



IAPL is one of the leading crusher and refiner of Castor, supplying different grades of Castor Oil and its by-products.

Oil to Chemical (O2C)



The Company along with its Subsidiaries are preferred partner for supply of Castor Oil and other value-added downstream products for wide range of applications.



Our Initiatives in Alignment with UNSDG



What is SATVA ?



गीता में सत्व:

प्रकृति के तीन गुण होते हैं - सत्व, रजस और तमस

भगवत गीता में सत्व गुण को सुख और ज्ञान से जोड़ा गया है।

Pure/Balanced/Stable

It can be interpreted as embracing organic, eco-friendly, and ethical practices.

These are all components of sustainable living

SATVA- in SYNC with Our Founder's Philosophy



Nurture Nature &
Nature will Nurture You

As you sow, so you reap

Not tomorrow, Not today,
but Now

SUSTAINABLE

ACCOUNTABLE

TRANSFORMATION THROUGH TECHNOLOGY

VALUE CHAIN COLLABORATION

AGILITY

About The Company

About Jayant Agro-Organics Limited
Incorporated on May 7, 1992, under the Companies Act, 1956, Jayant Agro-Organics Limited (JAOL) is a publicly listed company on both the Bombay Stock Exchange (BSE) and the National Stock Exchange of India (NSE). Headquartered in Mumbai, India, JAOL is a global leader in the production of castor oil-based chemicals and specialty derivatives, with a group annual turnover exceeding ₹25 billion. The Jayant Agro Group operates across the entire castor value chain, from farm to finished product, offering the widest range of castor oil-based solutions in the world. Through its subsidiary, Ihstedu Agrochem Pvt. Ltd., the group is a prominent manufacturer of specialty chemicals derived from castor oil in India.

Our commitment to sustainability begins at the source. We actively collaborate with farmers to promote responsible agricultural practices, supply high-quality hybrid seeds, and ensure the production of certified sustainable castor oil. This integrated approach supports rural livelihoods while maintaining environmental integrity.



Vision

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 Jt. Managing Director receiving Award from CHEMEXCIL for Outstanding Performance

Our state-of-the-art Research & Development center is dedicated to innovation, transforming castor oil molecules into market-ready products and solutions. We focus on developing new applications that serve diverse industries including textiles, paints, plastics, rubber, cosmetics, lubricants, electronics, furnishings, and food.

At JAOL, sustainability is not just a goal—it is embedded in our vision: to deliver end-to-end sustainable solutions across the castor-based value chain. We believe that impactful solutions stem from inspiration, hard work, and collaboration. Our team-driven approach ensures synergy and success in delivering value to our customers and stakeholders.



Values

- 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.

Affiliations & Assurances



Fair Trade Practices

At Jayant Agro-Organics Limited, fair trade practices are integral to our business ethos, especially given that a significant portion of our products are exported to global markets. We are committed to upholding the highest standards of ethical trade and regulatory compliance across all our operations.

To ensure alignment with fair trade norms and industry best practices, we actively engage with various government bodies and participate in leading trade and industry associations. Our leadership plays a pivotal role in shaping the industry's direction. Mr. Abhay Udeshi has been appointed to the Advisory Board of @UTECH ISPUF 2025 — a premier forum focused on driving sustainable innovation in the polyurethane industry. Further, till May 2025, Mr. Udeshi was serving as the Chairman of CHEMEXCIL (Basic Chemicals, Cosmetics & Dyes Export Promotion Council), an organization established by the Ministry of Commerce and Industry, Government of India.

He has also held the position of President of the International Castor Oil Association (ICOA), which promotes transparency and fair trade within the global castor industry, and has served as Vice Chairman of the Solvent Extractors' Association of

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	Indian Polyurethane Association (IPUA)	National
8	International Castor Oil Association (ICOA)	International
9	Sustainable Castor Association (SCA)	International

India, further reinforcing our commitment to ethical business practices.

Jayant Agro is also a founding member of the Sustainable Castor Association (SCA), alongside global corporations such as Arkema, BASF, and the NGO Solidaridad. The SCA is the world's first dedicated platform focused on sustainability across the castor value chain. Our Chairman had the honor of serving as the first Chairman of the SCA, underscoring leadership in driving sustainable and fair trade initiatives in the castor sector.

Through these collaborative efforts, we continue to advocate for responsible sourcing, equitable trade, and sustainable development across our value chain.

Fair Trade Compliance Metrics & Certifications

- SUCCESS® Certification:** SCA has certified over 13,500 farmers and cultivated more than 10,000 hectares under the SUCCESS® sustainability code, the first independently auditable standard for castor farming. This ensures traceability, ethical labor practices, and environmental stewardship across our supply chain.
- Global Reporting Initiative (GRI) & BRSR Framework:** Our sustainability reporting is guided with the GRI Core Standards and Business Responsibility and Sustainability Reporting (BRSR) principles, ensuring transparency and accountability.
- Audit & Compliance:** We maintain rigorous internal and third-party audits to meet both local and international regulatory standards, including those required by our export markets.
- SCA 2030 Goal:** As part of the Sustainable Castor Association, we are committed to achieving 30% SUCCESS-certified castor farming and oil production by 2030, contributing to a more equitable and sustainable global supply chain.



(UNSDG 12: Responsible Consumption and Production | UNSDG 13: Climate Action)

At JAOL, we recognize that embedding sustainability across our entire value chain is not only a strategic imperative but also a moral responsibility. Our procurement practices are designed to minimize environmental impact, promote social equity, and ensure long-term economic viability.

- We are a Founding Member of the Sustainable Castor Association (SCA), a global initiative co-founded with Arkema, BASF, and Solidaridad. SCA is the world's first platform dedicated to promoting sustainability in the castor value chain.

Corporate Governance



(UNSDG 16: Peace, Justice and Strong Institutions | UNSDG 17: Partnerships for the Goals)

Corporate governance at JAOL is rooted in transparency, accountability, and ethical conduct. Our governance framework ensures that sustainability is integrated into strategic decision-making and operational execution.

- We maintain a robust governance structure that includes policies and mechanisms for monitoring economic, environmental, and social performance.
- Our Board of Directors, comprising a majority of Non-Executive Independent Directors, provides strategic oversight and ensures alignment with our sustainability goals.
- The Board and its committees review sustainability performance quarterly, ensuring continuous improvement and stakeholder accountability.
- We are committed to creating long-term value for customers, employees, investors, and communities by aligning our operations with global best practices in sustainability and governance.

Sustainable Procurement

- Our active involvement in the Sustainability Project has led to the successful inflow and supply of sustainably sourced castor raw materials to our customers.
- We are working and collaborating closely with our suppliers to reduce the environmental footprint of raw materials, improve packaging and logistics, and enhance legal and process compliance.
- Sustainability criteria—including environmental, social, and governance (ESG) standards—are part of our vendor selection and evaluation processes.
- We prioritize long-term partnerships with suppliers who demonstrate a commitment to sustainable and ethical practices.
- We conduct awareness and capacity-building programs for suppliers to promote eco-friendly innovations and regulatory compliance.
- Sustainable Castor Association, of which the company is one of the founders, have carried out Life Cycle Analysis (LCA) of SuCCESS® certified Castor Seeds. We are pleased to share that SuCCESS certified farms demonstrated approximately 30% improvements in GWP/Climate change, resource use (fossil fuel depletion), and WSF (water scarcity footprint) according to ISO 14040/44 standards and EU PEF categories

GRI 204-1: Proportion of Spending on Local Suppliers
Over 95% of our raw materials, particularly castor beans, are sourced locally from India, supporting local economies and reducing transportation-related emissions.

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 performance of the Company every quarter. Our Key Managerial Personnel are as under

Mr. Abhay V Udesi
Chairman & Whole-Time Director

Mr. Hemant V Udesi
Managing Director

Dr. Subhash V. Udesi
Jt. Managing Director

Mr. Varun A Udesi
Whole-Time Director

Mr. Vikram V Udesi
Chief Financial Officer

Mr. Dinesh M Kapadia
Company Secretary

During the year the Board of Directors met five times. Most of these meetings were conducted through Video Conference in compliance with applicable government protocols.



Committees of the Board

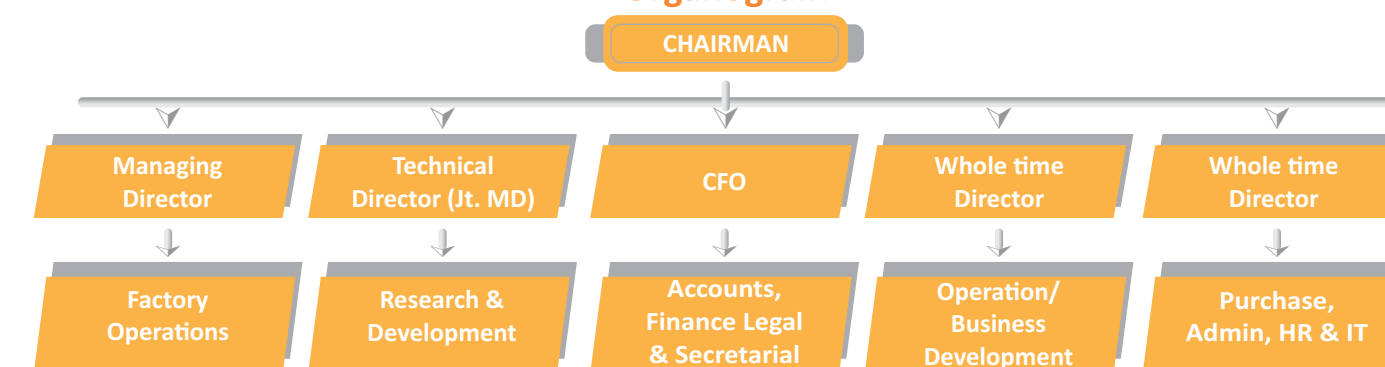
The Board Committees play a vital role in ensuring sound Corporate Governance practices. The Committee is constituted to handle specific activities and ensure speedy resolution of diverse matters. These are set up under the formal approval of the Board to carry out clearly defined roles that are performed 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:

Board Committees and their roles

Our governance hierarchy at JAOL comprises of the Board of Directors and its sub-committees, which oversees functionalities in specific areas.

Stakeholder Relationship Committee	Risk Management Committee	Nomination and Remuneration Committee	Audit Committee	CSR Committee
 Stakeholder Relationship Committee Manages aspects related to grievance of concerned stakeholders	 Risk Management Committee Evaluates current and potential risks, recommends risk assessment and mitigation procedures and suggests policies around risk management & sustainability matters	 Nomination and Remuneration Committee Looks after aspects related to appointing directors, suggesting policies concerning diversity of Board members, etc	 Audit Committee Responsible for evaluating and accepting the internal audit plan, whistle-blower and reporting systems, and ensuring regulatory compliance	 CSR Committee Deals with aspects related to managing CSR funds, Monitoring CSR activities, etc
Shweta Jain <i>Chairperson</i> Member Abhay V. Udeshi Hemant V. Udeshi Dr. Subhash V. Udeshi	Sanjay J. Mariwala <i>Chairman</i> Member Abhay V. Udeshi Vikram V. Udeshi	Sanjay J. Mariwala <i>Chairman</i> Member Sucheta N. Shah Pankaj M. Mehta	Shweta J. Jain <i>Chairperson</i> Member Sucheta N. Shah Sanjay J. Mariwala Pankaj M. Mehta Abhay V. Udeshi	Sucheta N. Shah <i>Chairperson</i> Member Abhay V. Udeshi Hemant V. Udeshi

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 redressal mechanism directed to receive and facilitate the resolution of their concerns and grievances.

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.javantagro.com>.

Board of Directors



Abhay V. Udeshi
Chairman & Whole-time Director



Hemant V. Udeshi
Managing Director



Subhash V. Udeshi
Jt. Managing Director



Varun A. Udeshi
Whole-time Director



Sanjay J. Mariwala
Independent Director



Sucheta N. Shah
Independent Director



Pankaj Mehta
Independent Director



Shweta Jain
Independent Director



Varghese Thomas
Independent Director



Vikram V. Udeshi
Chief Financial Officer

Code of Conduct & Policies

We, at JAOL, always strive to strengthen trust and build long-term and sustainable relationship with our stakeholders through highest standards of professionalism.

Our Code of Conduct clearly highlights this and provides guidance for conducting business across different levels. It is applicable to the entire group, including our employees and all our subsidiaries. Our strict adherence ensure a defined governance framework for business to engage with and deliver value in a responsible manner.

We have laid out various codes and policies to strengthen our governance, enhance transparency and ethics conduct. These are listed and displayed on our official website <https://www.jayantagro.com>.

- Code of conduct for Prevention of Insider Trading
- Dividend Distribution Policy
- Policy on dealing with Related Party Transactions
- Policy on Material Subsidiary Companies
- Code of Conduct for Directors and Senior Management Personnel
- Corporate Social Responsibility Policy
- Archival Policy
- Code of practices and procedures for fair disclosure of UPSI
- Nomination, Appointment and Remuneration Policy

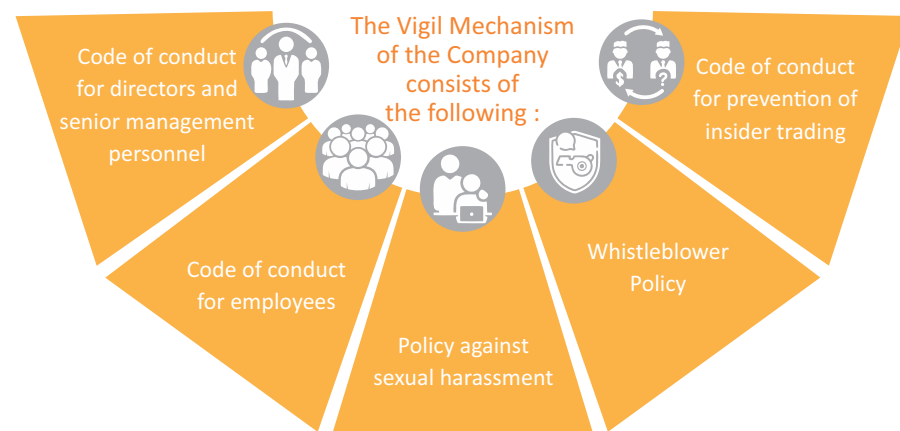
Ethical Business Conduct

Honesty and ethics are as important to us as keeping track of deterring wrongdoing and illegal activities. We have a well-defined Code of Conduct that illustrates our positioning on key matters and lays out the guidelines as to how anyone acting on our behalf, including employees and contractors, must behave with regards to our business values and ethics. It is highly comprehensive and includes key aspects such as safety, anti-bribery and corruption, and fair competition, among others. The Code of Conduct comprises fundamental principles, ethics, values, policies and procedures that dictate how our company's officers and directors conducting business must act.

We believe in fostering a robust, ethical and transparent culture throughout the organization. When working at our premises, on a company-sponsored trip/event or in an instance where they represent us, the directors/officers are expected to ensure that they are maintaining the highest standards in terms of personal and professional integrity, honesty and ethical conduct is the conduct that is in accordance with the accepted professional standards, and the ethical handling of actual or apparent conflicts of interest in both personal and professional relationships is a part of it.

Vigil Mechanism

In Compliance with the provisions of the Companies act, 2013 and Listing Regulations, the company has established a Vigil Mechanism for directors and employees to report concerns about unethical behavior, actual or suspected fraud or violation of the company's code of conduct. Together they constitute the Vigil Mechanism through which directors and employees can voice their concerns.



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.

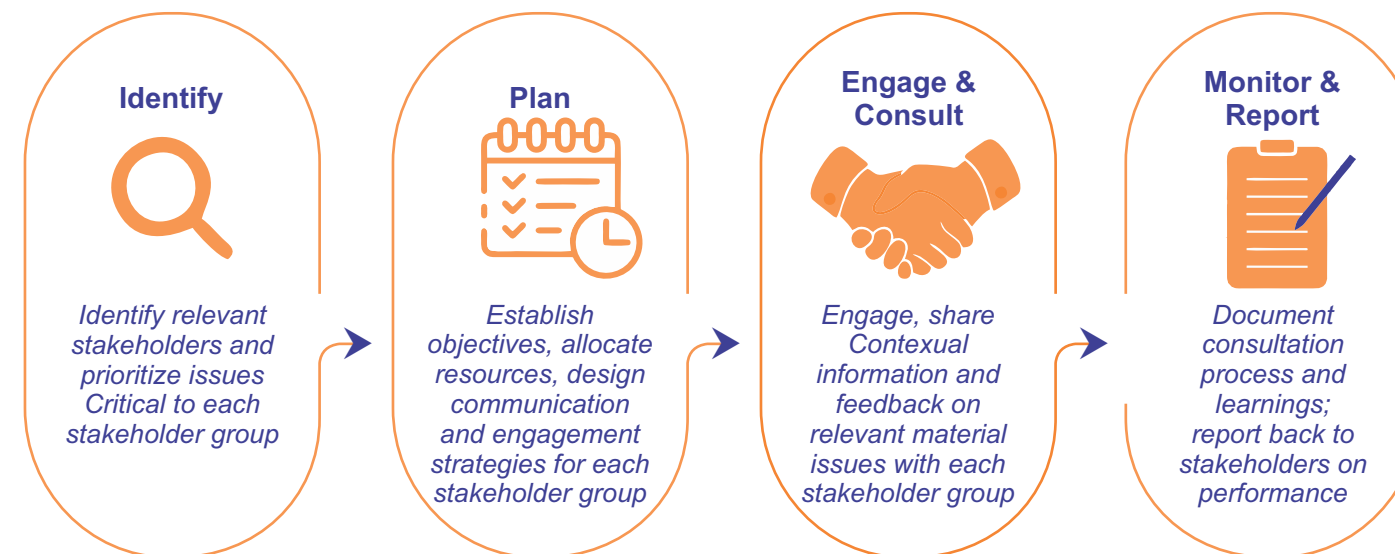


Our Risk Management Process

Effective risk management is indeed a cornerstone of sustainable business practices. By acknowledging the risks inherent in business operations, a company demonstrates its commitment to transparency and accountability. The establishment of a Risk Management Committee is a proactive step, ensuring that potential risks are identified, assessed, and mitigated in a timely manner. This not only protects the company's assets but also secures stakeholder trust, contributing to the long-term success and resilience of the organization. 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.

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.



Our primary stakeholders comprise our customers, employees, investors, communities, suppliers / vendors and regulatory bodies. We regularly engage with both, our internal as well as external stakeholders and ensure constant facilitation of dialogues via different channels. Our stakeholder engagement has been delineated in the following table. It charts out our stakeholder expectations, the channels of communication we use and the teams that are responsible for interaction with key stakeholder groups.

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.



Stakeholders	Mode of Engagement	Issues discussed	Key Responsible Group
Shareholders	- Meetings - Company website - Periodic (Quarterly) publication - Press Releases, Emails and SMS	- Business plans, growth feasibility and stability - Quarterly reports/ performance ratios - Corporate reputation - Transparent reporting - Prudent capital allocation - Corporate governance and risk management - Dividend pay-out	Chairman, Managing Director (MD), Chief Financial Officer (CFO), Company Secretary (CS) and Investor Relations
Farmers	- In-Person/ Community Meetings, SMS, and Pamphlets	Imparting sessions for adoption of <i>Good Agricultural Practices</i> , Prohibition of Child & Forced Labor, Safe Storage of Pesticides and Harmful Chemicals, measures to improve the social & economic situation of the farmers, etc.	Agri-Team
Employees	- In-Person, via Video Meetings and SMS	- Favourable work culture - Adequate work environment - Adherence to Company values - Fair and equal compensation - Learning and development opportunities - Fair, regular and transparent rewards and recognition - Periodic constructive performance management and feedback - Career development opportunities - Appropriate grievance redressal mechanisms - Job security	Human Resource Team
Customers	- Emails, SMS, - Customer visits/audit & meetings - Customer recognition/ awards programmes - Customer satisfaction surveys - Joint development and product reengineering	- Reputed brand, high-quality and reliable products - Product innovation and eco-friendly products - Timely market/product updates - Respectable contractual terms and price - Timely resolution of customer complaints - Ethical practices - Confidentiality of customer data	- Sales & Marketing Team, - Technical Team - Business Development Team

Stakeholders	Mode of Engagement	Issues discussed	Key Responsible Group
Suppliers & Vendors & Logistics Partners	- In-Person/SMS, Emails, etc.	- Transparent and fair dealing - Consistent business and financial growth - Joint exploration of probable opportunities - Confidentiality of supplier data	Sourcing Team
Regulatory Bodies	- Compliance with the applicable laws & regulations - Participation and contribution towards various initiatives	- Adherence to reporting requirements - Industry representation on key matters	Senior management and relevant functions
Local Community	- Joint development & partnership with local agencies and network partners to facilitate the servicing of a wider set of local communities - Local infrastructure development, structured learning through digital classrooms training, provision of scholarships, and other necessary support	- Local employment - Skill development and education - Local infrastructure development - Conservation of the natural environment - Ensuring the health and safety of nearby communities	Senior management and relevant functions



Materiality Assessment

Materiality Assessment

Aligning ESG Priorities with Stakeholder Expectations and UNSDGs At JAOL, our sustainability journey is guided by the recognition and proactive management of environmental, social, and governance (ESG) issues that are material to our operations and stakeholders. We continuously monitor these aspects to understand how our activities impact the world around us and how stakeholder expectations shape our performance. This approach enables us to create long-term value for our investors, customers, employees, and communities.

Materiality Assessment Process

We adopt a structured and inclusive process to identify and prioritize sustainability topics that represent both risks and opportunities. This process includes:

- Engagement with stakeholders across the value chain, including farmers, suppliers, customers, and industry bodies
- Evaluation of community needs, especially in sourcing regions
- Consideration of customer expectations across diverse sectors.

Management Approach

JAOL is committed to responsible industrial growth that respects environmental boundaries and promotes social equity. Our sustainability practices are embedded across operations and guided by Integration with JAOL's strategic business objectives and growth plans. Each topic is assessed for its relevance to our business and its importance to stakeholders, and mapped to relevant UNSDGs.

Material Topics and UNSDG Alignment with Environmental Social Governance

Sustainable Procurement (SDG 12, 13)

Attrition Management (SDG 8)

Corporate Governance (SDG 16)

Eco-Friendly Products (SDG 12)

R&D (SDG 9)

Regulatory Changes (SDG 16)

Energy Utilization (SDG 7, 13)

Occupational Health & Safety (SDG 3)

Fair Trade Practices (SDG 17)

Raw Material (SDG 2, 12)

Training & Development (SDG 4, 8)

Preservation of Environment (SDG 15)

Human Rights (SDG 10, 16)

Highlights of our ESG

Environmental

- ISO 14001:2015 certification across all manufacturing facilities
- A comprehensive Safety, Health & Environment Policy
- Investment in resource efficiency and clean energy
- Engagement with farmers to promote Good Agricultural Practices
- Development of hybrid castor seeds for improved productivity
- Promotion of eco-friendly castor-based products as alternatives to petrochemicals
- Use of biomass and wind energy to reduce fossil fuel dependency
- Water treatment and soil conservation initiatives to preserve natural resources

Social Responsibility

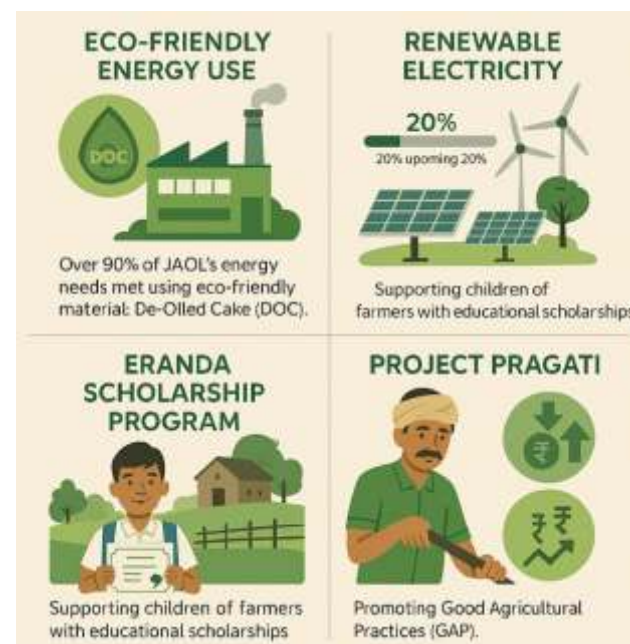
Our workforce is central to our success. We focus on:

- Talent retention and development to address attrition risks
- Human rights adherence across operations and supply chains
- Occupational health and safety programs to prevent workplace incidents
- Training and capacity building for employees and supervisors

Governance and Ethical Trade

We uphold strong governance practices to ensure transparency, accountability, and stakeholder trust:

- Corporate governance framework aligned with global standards
- Active monitoring of regulatory changes through industry bodies
- Advocacy for fair trade practices via government and trade associations



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. With its renewable nature, castor oil is a valuable resource in the pursuit of eco-friendly solutions.

Energy utilization

Energy utilization is a material topic for us because of the energy-intensive nature of our operations. We use biomass (i.e. 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.

Sustainable Procurement

Castor bean is primary raw material for the Company and Project Pragati, a pioneering initiative for sustainable castor bean farming, has made significant strides in enhancing the livelihoods of farmers and optimizing yield while reducing environmental impact. As a founding member of the Sustainable Castor Association, the Company is committed to sustainable business practices. This association has been instrumental in developing the SuCCESS code, ensuring a sustainable and traceable castor oil supply chain, and improving the social, economic, and environmental profiles of castor farming.



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.

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.

Eco-Friendly Products

The environment is a major concern, and the search for green products is likely to intensify in the future. Our products are emerging as significant player in the green product market due to its sustainable nature and versatility. Extracted from the seeds of the castor plant, it is a non-edible oil and has myriad applications. Its composition allows a wide range of transformations into materials that can replace petrochemicals.

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 environmental factors like 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

Environmental conservation is crucial for sustainable development. By educating farmers on maintaining soil fertility and efficient water use, we are contributing to the preservation of essential natural resources. Additionally, treating water in compliance with legal standards before discharge demonstrates a commitment to responsible environmental stewardship. These practices not only support ecological balance but also ensure the well-being of communities and future generations.

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 Association to ensure fair trade practices.

OUR PEOPLE

Empowering Human Capital for Sustainable Growth
Aligned with UNSDGs 3, 4, 5, 8, and 10

At JAOL, we believe that the purpose of business extends beyond financial performance—it encompasses the broader goal of societal well-being. Our commitment to social responsibility is embedded in our corporate philosophy, which emphasizes minimizing negative externalities and maximizing positive social impact. This includes reducing environmental footprints, addressing social challenges, and implementing inclusive CSR initiatives that foster community development and prosperity. Our people-centric sustainability efforts are focused on four key areas:

Attrition Management
(UNSDG 8: Decent Work and Economic Growth)

Our workforce is the cornerstone of JAOL's success. We recognize that retaining and nurturing talent is essential in a competitive and evolving industry. In the reporting period, the company maintained an employee attrition rate of approximately 11%. To address the challenges of attrition, we have implemented a strategic framework focused on:

- Recruitment and retention of skilled professionals
- Refresher training programs to keep employees updated on technological and managerial advancements
- Employee engagement initiatives that foster inclusivity, collaboration, and loyalty
- Recognition and reward systems that value contributions and promote career growth

Seniority	2022-2023		2023-2024		2024-2025	
	Male	Female	Male	Female	Male	Female
Permanent	619	18	671	24	674	23
Contractual	714	2	705	3	758	1
Total	1,333	20	1,376	27	1,432	24

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- 401-2 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

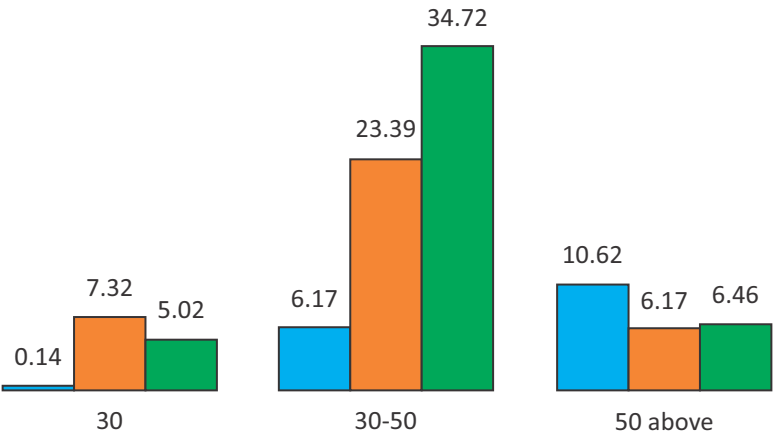
Defined Contribution plans

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.

Employee Compensation & Living Wage Commitment

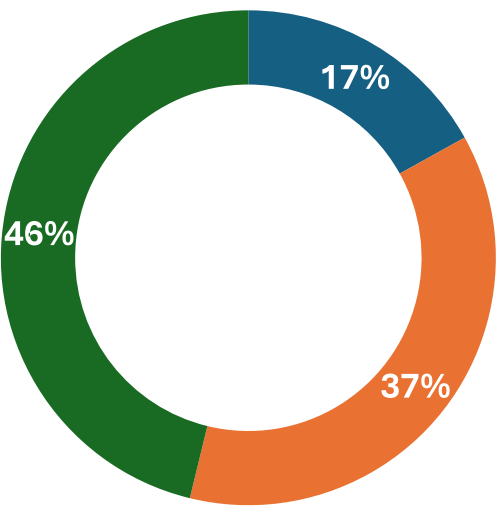
The company is proud to report that over 85% of its workforce receives compensation exceeding the prevailing living wage in the respective state or city of their employment, as benchmarked by paycheck.in.

% Employees Avg. Age



■ Manager ■ Officer / Staff ■ Worker

% Employees Category



■ Manager ■ Officer / Staff ■ Worker

Business Standard
Jayant Agro Launches SATVA: A Flagship Sustainability Program Inspired by Indian Ethos and Visionary Legacy



HT Syndication

Mumbai (Maharashtra) [India], July 14: Jayant Agro-Organics Ltd., a global leader in castor oil-based and specialty chemicals, proudly announces the launch of SATVA, its flagship sustainability program designed to embed sustainability at the heart of every business function and corporate philosophy. SATVA -- derived from the Sanskrit word meaning pure, balanced, and stable -- reflects the company's deep-rooted commitment to environmental stewardship, ethical responsibility, and holistic well-being. Recently, in a powerful ESG enhancement session, over 70 employees and board members came together to pledge personal changes in their daily lives toward more sustainable habits -- a collective step that embodies the spirit of SATVA.

Details of measures for the well-being of employees:

Category	% of employees covered by						
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)
	Permanent Employees						
Male	324	300	92.59	300	92.59	0	0
Female	22	20	90.91	20	90.91	22	100
Total	346	320	92.49	320	92.49	22	6.35
Other than Permanent Employees							
Male	6	0	0	0	0	0	0
Female	1	0	0	0	0	1	100
Total	7	0	0	0	0	1	14.28

Category	% of Workers covered by						
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)
Male	Permanent Workers						
	350	338	96.57	338	96.57	0	0
	1	1	100	1	100	1	100
	351	339	96.58	339	96.58	1	100
Female	Other than Permanent Workers						
	752	752	100	752	100	0	0
	0	0	0	0	0	0	0
	752	752	100	752	100	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

Occupational Health & Safety (UNSDG 3: Good Health and Well-being)

We are committed to cultivating a culture of safety across all operations. Our health and safety programs are designed to:

- Prevent workplace accidents and illnesses
- Promote physical and mental well-being
- Comply with the highest applicable safety standards
- Continuously improve field safety practices through training and audits
- All manufacturing sites are ISO 9001, 14001 & 45001 certified.

Training & Education (UNSDG 4: Quality Education)

We invest in continuous learning and development to empower our workforce. Our training programs focus on:

- Operational excellence and safety awareness
- Skill enhancement for supervisors and workers
- Building a culture of lifelong learning and adaptability

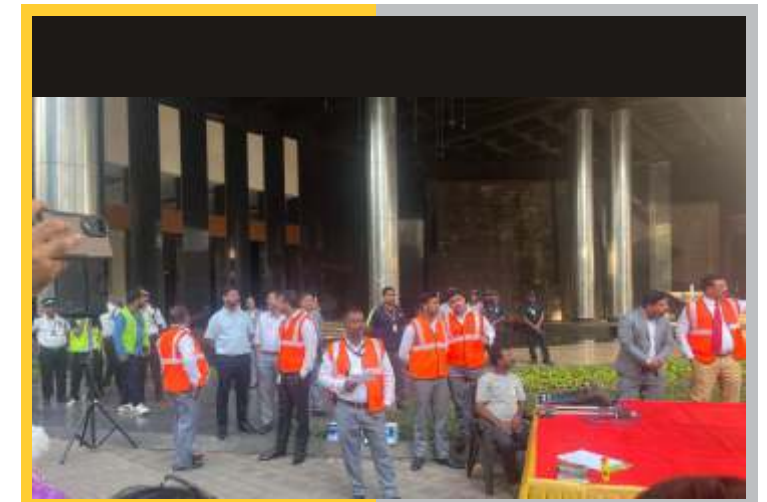
Human Rights (UNSDG 10: Reduced Inequalities | UNSDG 5: Gender Equality)

JAOL upholds and promotes human rights across its operations and supply chain. We are committed to:

- Ensuring dignity, respect, and equal opportunity for all employees
- Preventing discrimination and promoting diversity
- Supporting ethical labour practices and inclusive workplace policies

Human Rights and Inclusive Workplace

Fostering Respect, Equity, and Dignity Across Our Value Chain Aligned with UNSDGs 5, 8, 10, and 16 At JAOL, we recognize our responsibility to uphold and promote human rights across all aspects of our operations and supply chain. Our commitment is reflected in Policies which applies to all employees and contractors. We have established robust mechanisms to prevent violations and ensure a safe, respectful, and inclusive work environment.





JAOL's commitment to talent development is commendable. By integrating a talent transformation framework and a robust learning management system, JAOL ensures that employee growth aligns with the company's objectives. This strategic approach to capability building is essential for fostering a high-performance culture. Moreover, the emphasis on human rights, ethical conduct, and anti-corruption measures through mandatory training reflects JAOL's dedication to corporate responsibility. Such initiatives not only enhance individual competencies but also contribute to the sustainable growth of the organization. It's clear that JAOL values both the professional advancement of its employees and the ethical integrity of its operations, setting a strong example for others in the industry.

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
Training Hours	232.25	517.75	1190.28
No of Employees	63	180	308
Avg Training hours	3.69	2.88	3.86



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
Training Hours	154	455.92	655.58
No of Employees	46	100	130
Avg Training hours	3.35	4.56	5.04

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 eligible employees across levels and categories were reviewed in the reporting year.



Human Rights

Human Rights Protection

- We maintain a zero-tolerance policy for child labour across our organization and supply chain.
- All our manufacturing facilities are ISO 9001, ISO 14001, and ISO 45001 certified, reinforcing our commitment to quality, environmental stewardship, and occupational health and safety.
- A grievance redressal mechanism is in place, with representation from both workers and management, to address human rights concerns transparently and effectively.
- We have implemented the Prohibition of Sexual Harassment (POSH) Policy, supported by an Internal Complaints Committee that ensures confidentiality and fairness in handling cases.
- During the reporting period, no cases were filed under the Sexual Harassment of Women at Workplace Act, reflecting our proactive approach to workplace safety and dignity.

Diversity and Equal Opportunity

At JAOL, diversity and inclusion are not just values—they are integral to our identity. We foster a culture of mutual respect and belonging, where individuals are valued for their unique backgrounds, perspectives, and contributions.

Our Commitment to Inclusion

- We are an equal opportunity employer, committed to fair and merit-based hiring and retention practices.
- We do not discriminate based on gender, religion, caste, culture, disability, or any other personal attribute.
- Our recruitment strategy emphasizes local hiring, especially at manufacturing sites, enabling us to generate employment and benefit from local knowledge and cultural understanding.
- We are proud to report a steady rise in gender diversity, with female members now part of our workforce, contributing to a more balanced and inclusive workplace.

GRI 406-1 Incident of Discrimination and Corrective Actions Taken

	FY 2024-25 Current Financial Year			FY 2023-24 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.



Corporate Social Responsibility (CSR) Driving Inclusive Growth and Community Empowerment

Aligned with UNSDGs 2, 3, 4, 13, and 17 At JAOL, Corporate Social Responsibility is more than a statutory obligation—it is a core component of our business philosophy. We view CSR as a self-regulating framework that enables us to be socially accountable to our stakeholders and conscious of the economic, social, and environmental impacts of our operations.

We believe that inclusive growth and equitable development are essential to fostering sustainable local progress. Our CSR and community development programs are designed to uplift the communities we serve through targeted initiatives in agriculture, education, health, and environmental stewardship.

Agricultural Development and Climate Resilience (UNSDG 2, 13)

- We actively support Project Pragati and Castor Model Farms, which promote sustainable castor farming practices, optimize resource use, and enhance productivity.
- These initiatives address climate resilience by encouraging Good Agricultural Practices (GAP) and reducing environmental degradation.



Education and Youth Empowerment (UNSDG 4)

- Through the Kalyan Foundation, in partnership with Ihstedu Agrochem Pvt. Ltd., we have developed model farms achieving yields over 6 tons per hectare - more than triple the national average.
- The Eranda Scholarship, supported by Arkema and Ihstedu Agrochem, promotes educational advancement for farmers' children through inter-school competitions in art, essays, sports, and sustainability awareness. These programs not only reward individual talent but also improve school infrastructure and foster climate literacy among youth.

Health and Social Welfare (UNSDG 3)

- We contribute to community health programs, providing safety kits and supporting healthcare accessibility in rural areas.
- Our CSR efforts extend to social upliftment projects, often in collaboration with local and government bodies, addressing key areas such as sanitation, nutrition, and preventive care.

Governance and CSR Oversight (UNSDG 17)

- The Board of Directors has formulated a comprehensive CSR Policy, outlining our commitment to socially relevant and sustainable development initiatives.
- An in-house CSR team plans, monitors, and governs CSR projects, ensuring alignment with community needs and regulatory guidelines.
- The CSR Policy is accessible at www.jayantagro.com.

CSR Expenditure

- In FY 2024–25, JAOL spent approximately INR 110 Lakhs on CSR activities (consolidated basis), primarily focused on community development.
- The CSR Committee recommends project-wise budgets annually, which are reviewed and approved by the Board.

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 110 Lakhs on CSR activities in FY 2024-25 (on consolidated basis), mainly focusing on community development.

Year	Standalone		Consolidated	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Rs. In Lakhs	84.52	94.57	110.00	123.00

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
Mrs. Sucheta N. Shah**	Chairperson	NA
Mr. Abhay V. Udeshi	Member	1 of 1
Mr. Hemant V. Udeshi	Member	1 of 1

* Mr. Mukesh C. Khagram ceases to be Chairman and Member of the CSR Committee with effect from July 25, 2024 due to his retirement from the directorship of the Company.

**Mrs. Sucheta N. Shah was appointed as the Chairperson and Member of the CSR Committee with effect from July 26, 2024.

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. 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 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



GRI 201-1 Direct Economic Value Generated and Distributed

(In Rs Lakhs)	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
	Standalone		Consolidated	
Direct Economic Value Generated				
Revenue	1,21,096.20	1,00,640.38	2,52,982.62	2,15,138.12
Direct Economic Value Distributed				
Finance Cost	619.1	376.12	1,892.01	947.69
Employee Benefits	4,707.89	4,142.32	6,750.52	5,986.86
Total	5,326.99	4,518.44	8,642.53	6,934.55
Direct Economic Value Retained	1,15,769.21	96,121.94	2,44,340.09	2,08,203.57

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

Risk

Climate Dependency of Castor Cultivation:
Timely sowing and adequate water availability are critical for castor crop success. Any disruption due to erratic rainfall or drought conditions can affect yield, supply continuity, and input costs, thereby impacting our financial performance.

Mitigation Measures

JAOL has proactively implemented several strategies to mitigate climate-related risks and ensure long-term supply chain resilience:

- Water-Efficient Crop: Castor requires relatively less water compared to other commercial crops, reducing vulnerability to water stress.
- Long Shelf Life: Castor seeds have a long storage life, allowing for better inventory management and buffering against seasonal fluctuations.
- Farmer Engagement and Training: In collaboration with Gujarat Agricultural University, we conduct regular training sessions to promote Good Agricultural Practices (GAP) and address farmer queries across the crop lifecycle.
- Hybrid Seed Development: We invest in the cultivation and distribution of high-yield hybrid castor seeds, improving productivity and climate resilience.
- On-Farm Innovation: We support innovations that enhance output from existing farms, helping farmers adapt to changing environmental conditions.
- Consistent Availability: Notably, in the past two decades, JAOL has not experienced any disruption in the availability of castor seeds, underscoring the effectiveness of our risk mitigation framework.

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	-	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 to those employees who are not covered under the gratuity scheme managed by LIC.

Research And Development

Driving Innovation for a Sustainable Future Aligned with UNSDGs 9, 12, and 13

At JAOL, innovation is at the heart of our sustainability strategy. Our dedicated Research & Development (R&D) Centre, recognized by the Department of Scientific & Industrial Research (DSIR), Ministry of Science & Technology, Government of India, and certified under ISO 9001, is the only facility in India exclusively focused on castor oil and its derivatives.

Castor-Based Innovation

Our R&D efforts are aimed at unlocking the full potential of castor oil by developing:

- New applications and processes for industrial use
- Import-substitution products that reduce dependency on petroleum-based inputs
- Green bio-based alternatives for use in lubricants, plastics, fragrances, flavours, pharmaceuticals, and more. These innovations not only support environmental sustainability but also create economic opportunities for farmers by increasing demand for castor seeds.

Technological Advancement

- We continuously explore bio-polymers and chemical intermediates that can replace fossil-derived materials.
- Our R&D team is equipped with state-of-the-art infrastructure and highly qualified personnel to conduct advanced research in oleochemicals.
- We are recognized as an emerging leader in contract research and manufacturing in the oleochemical space.

Adapting to Change

Technological evolution is reshaping product applications and market dynamics. Our R&D function plays a critical role in:

- Anticipating product obsolescence
- Creating future-ready solutions
- Enhancing product performance and sustainability Through continuous innovation, JAOL remains committed to delivering value to customers while contributing to a greener, more resilient future.

Anti-Corruption and Ethical Business Practices

Upholding Integrity Across Our Operations Aligned with UNSDG 16: Peace, Justice and Strong Institutions At JAOL, we recognize that corruption and bribery pose significant risks to our brand, reputation, and long-term business sustainability. We are committed to maintaining the highest standards of ethical conduct and have adopted a zero-tolerance approach to corruption in all its forms—both direct and indirect.

Governance Framework

- We have implemented Anti-Corruption Policy supported by a Whistleblower Policy that applies to the Board of Directors, Management, Employees, and Business Partners across JAOL and its Group Companies.
- Our Code of Conduct and anti-bribery clauses are communicated to all business partners through contractual agreements.

GRI 205-1: Operations Assessed for Risks Related to Corruption

We regularly monitor and assess business activities across our value chain to identify and mitigate risks of corruption. This includes direct and indirect interactions with suppliers, contractors, and agents.

GRI 205-2: Communication and Training

- All employees receive anti-corruption training during induction, and the policy is disseminated across the organization.
- The zero-tolerance stance is clearly communicated to suppliers, contractors, and business partners at the start of every business relationship and reinforced periodically.

GRI 205-3: Confirmed Incidents and Actions Taken

- During the reporting year, no incidents of bribery or corruption were reported through any of our channels, including the whistleblower mechanism.

The Board of Directors is briefed on expected ethical conduct upon appointment, and all employees are regularly reminded of their responsibilities under our anti-corruption framework.

Risk Management and Compliance

- While we have limited control over third-party actions, we proactively communicate our policies and expectations to mitigate reputational and legal risks.
- Any breach of anti-corruption policies may result in financial and non-financial penalties, reinforcing our commitment to ethical business practices.



Customer Engagement and Complaint Resolution



Creating Value For Customers

Delivering Sustainable Solutions Through Innovation and Quality Aligned with UNSDGs 9, 12, and 13

At JAOL, our mission is to deliver eco-conscious, high-performance solutions that meets the evolving needs of industrial consumers. We are committed to reducing environmental impact while enhancing customer satisfaction through innovation, quality, and service excellence.

Eco-Friendly Products

Environmental challenges and climate change demand urgent and responsible action. JAOL offers organic, renewable, and biodegradable castor-based products that serve as sustainable alternatives across industries. Our products are designed to:

- Minimize environmental impact
- Replace petrochemical-based inputs
- Support circular economy principles

We are proud to be a leader in the specialty chemicals industry, with a strong focus on R&D, ISO 9001 certification, and customer-centric operations. Our offerings include:

- Tailor-made product specifications
- Technical support and market insights
- Safe and compliant packaging with user manuals and safety instructions
- Rigorous quality checks and audits pre- and post-order

Customer satisfaction is a top priority. We ensure:

- Transparent and agile complaint handling
- Multi-channel communication (SMS, Email, WhatsApp)
- Remote resolution capabilities during emergencies (e.g., pandemic)
- Ongoing customer surveys for feedback and improvement

All customer complaints were attended and no customer complaints remained open during the FY 2024–25, reflecting our commitment to quality and responsiveness.

Environmental Stewardship



Protecting the Planet While Driving Industrial Growth Aligned with UNSDGs 12, 13, and 15

At JAOL, we embrace the principle of “Nurture Nature and Nature will Nurture You” and strive to integrate environmental responsibility into every aspect of our operations. Our approach is rooted in the belief that economic success must go hand-in-hand with environmental protection and social responsibility.

Key Focus Areas

- Environmental Compliance: All manufacturing facilities are ISO 14001:2015 certified, ensuring adherence to global environmental standards.
- Efficient Resource Use: We optimize water usage, energy consumption, and raw material efficiency to reduce emissions and waste.
- Responsible Waste Management: Waste is managed in compliance with legal standards and sustainability goals.
- Sustainable Procurement: We prioritize environmentally responsible sourcing practices across our supply chain.

Our EHS Policy guides our efforts to minimize environmental impact and promote a culture of sustainability throughout the organization.



Preservation of Environment

Integrating Sustainability into Every Step of Our Operations Aligned with UNSDGs 6, 7, 12, 13, and 15 At JAOL, environmental stewardship is a core pillar of our sustainability strategy. We are committed to minimizing our ecological footprint through responsible resource management, regulatory compliance, and continuous improvement in environmental performance.

Environmental Compliance (GRI 307)

We strive compliance with applicable environmental laws and regulations. Our policies and procedures are regularly updated to reflect evolving standards and best practices.

No penalties, fines, or show-cause notices were received during the reporting year, affirming our commitment to legal and ethical environmental conduct.

Water and Effluent Management (GRI 303)

Water is a finite and precious resource. JAOL is committed to reducing its water footprint through:

- Prudent water utilization mechanisms across operations
- Rainwater harvesting systems installed at our sites.
- Effluent treatment systems that ensure safe discharge in compliance with legal norms

These initiatives help reduce dependency on groundwater and promote sustainable water use.

Energy Efficiency and Renewable Energy (GRI 302)

- Use of castor de-oiled cake (a byproduct of oil extraction) as a renewable fuel for steam generation
- Installation of four windmills across the group for clean energy supply
- Procurement of renewable energy from third-party generators
- Ongoing plans to expand green energy sourcing and reduce grid dependency

Castor de-oiled cake offers a higher calorific value than lignite or coal and is both economical and environmentally friendly.

Waste Management (GRI 306)

Our waste management strategy is built on the principles of Reduce, Reuse, and Recycle:

- Non-hazardous waste is sold to authorized recyclers
- Hazardous waste (e.g., used oil, chemical sludge, empty drums and barrels) is handled in accordance with the Hazardous Waste Management Rules
- Advanced technologies are deployed to maximize product usage and minimize waste generation
- All manufacturing waste is disposed of through authorized and registered channels

Energy Utilization

90% of Energy Utilisation met using from Eco-Friendly, renewable Source 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.

GRI 305-1/2 GHG Emissions
We report GHG emissions in Co2 equivalents for two scopes i.e. Scope 1 -Emissions from our Own Operations includes stationary, mobile and fugitive emissions and Scope 2 – Emission from purchased energy. Our CO2 equivalents emissions includes other GHGs CH4, N2O, HFCs & HCFCs as well as biogenic CO2 emission in our emissions inventory.

We have prepared our GHG inventory in line with ISO 14064-1: 2028 & GHG Protocol. We have used the emission factors and GWP AR6 rates from GHG Protocol as well as central electricity authority.

We have decided FY 2023-2024 as base year to track and monitor our emissions. Our Base year 2023-2024 GHG Inventory is independently verified by RSJ Inspections Ltd. For FY 2024-2025 the GHG inventory is in the process of independent verification from Bureau Veritas.

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 like other fuels like lignite and coal and its 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 Energy Consumption

	Unit	
Total Energy Consumption	GJ	12,64,055
Total Renewable Energy Consumption	GJ	11,20,038
Total Non-Renewable Energy Consumption	GJ	1,44,017
% of Renewable Energy	%	88.61
Electricity from Grid	GJ	1,40,111
Electricity from Wind	GJ	20,220
Self-generated Electricity	GJ	8,306
Heating Consumption	GJ	2,21,149
Steam Consumption	GJ	8,76,435

GRI 305-1/2 GHG Emissions

	Unit	FY 2024-2025	FY 2023-2024 (Base Year)	% * Change
Scope 1 GHG Emissions	tCO2e	83293.34	76709.21	+8.58
Scope 2 GHG Emissions	tCO2e	28342.91	24547.71	+15.46
Total GHG Emissionst	Co2e	111636.25	101256.92	+ 10.25
Total GHG Emissions Avoided	tCO2e	5704.15	5880.52	-3.00

Note: All the above reported values have been independently verified by a third-party verifier as per the provisions of ISO 14064-1:2018 standard.

In FY 2024-2025 our own operations account for approximately 74% of our total emissions wherein 98% is Biogenic emissions.
* % Change is primary attributable to change in operations.

Other significant Air Emissions: GRI 305-7

We know that air pollution major critical issue which requires attention to protect the environment, human health and wildlife. The other air emissions such as SOx, NOx, PM and Ozone Depleting Substances(ODS) pose significant threat to the ecosystem. To address this issues, we are committed to consistently monitoring the stack emissions and air quality at our operational level. We ensure that our air emissions are within the stipulated norms.

As a responsible manufacturer, we ensure sustainable use of fresh water and effective waste water management. For this, we do monitor our water consumption and waste water management process at our operational level to make informed decisions to contribute to reduce water footprint from our operations.

Air Emissions:

	Unit	
NOx	Kg/Day	365.63
SOx	Kg/Day	479.45
Particulate matter (PM)	PPM	619.04

Note: Reported on basis of monthly reporting average.

GRI 306

	Unit	
Non-Hazardous Waste	MT	1415.087
Hazardous Waste	MT	586.893



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ABBREVIATIONS

1

CSR
Corporate Social
Responsibility

8

JAOL
Jayant Argo Organics Limited

2

DSIR
Department of Scientific &
Industrial Research

9

OHS
Occupational Health and Safety

3

EHS
Environment Health
and Safety

10

POSH
Prohibition of Sexual
Harassment

4

ESG
Environment
Social Governance

11

R&D
Research & Development

5

EBIDTA
Earnings Before Interest, Taxes,
Depreciation & Amortization

12

SUCCESS (R)
Sustainable Castor Caring for
Environmental and Social
Standards

7

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Global Reporting Index

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TFS
Together for Sustainability



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