

# Prosperity for Posterity



Sustainability Report 2009  
GRI application level A+  
and GRI checked

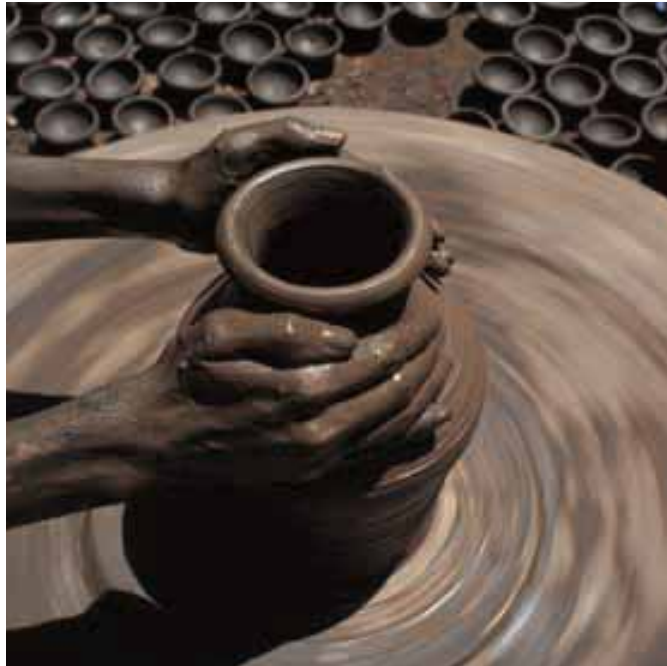


We revere these elements of our universe. They reflect our ethos.

Yellow, Green, Blue and Brown are colours of Nature and have been embodied in our logo. They encapsulate the conviction of the Founder and the lasting commitment of the Corporation to Agriculture. Jain Irrigation is striving to add value to the entire agri-chain. At the same time, they produce and process a complete range of agri-products for the exacting world markets and growing domestic clientele.

The Corporation is poised to grow and attain water, food and energy security.





## Corporate Philosophy

### Mission

Leave this world better than you found it.

### Vision

Establish leadership in whatever we do at home and abroad.

### Credo

Serve and strive through strain and stress;  
Do our noblest, that's success.

### Goal

Achieve continued growth through sustained innovation for total customer satisfaction and fair return to all other stakeholders. Meet this objective by producing quality products at optimum cost and marketing them at reasonable prices.

### Guiding Principle

Toil and sweat to manage our resources of men, material and money in an integrated, efficient and economic manner. Earn profit, keeping in view commitment to social responsibility and environmental concerns.

### Quality Perspective

Make quality a way of life.

### Work Culture : Experience

'Work is life, life is work.'





Wheat crop irrigated with Drip Irrigation Systems

# Index

Chairman's Conviction	5
CEO's Statement	8
Sustainability Strategy	12
Organizational Profile	14
Report Parameters	34
Governance, Commitments and Engagements	35
Stakeholder Engagement	39
Management Approach towards Economic Performance	43
A Glimpse of our Economic Performance	45
Management Approach towards Environmental Performance	51
A Glimpse of our Environmental Performance	54
Management Approach towards Social Performance	68
A Glimpse of our Social Performance	70
Independent Assurance Statement	97
GRI Content Index	99

## Report Application Level

	C	C+	B	B+	A	A+
Standard Disclosures	Report on: 1.1 2.1 - 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4, 4.14 - 4.15	Report Externally Assured	Report on all criteria listed for Level C plus : 1.2 3.9, 3 - 13 4.5 - 4.13, 4.16 - 4.17	Report Externally Assured	Same as requirement for Level B	Report Externally Assured
	Not Required		Management Approach Disclosures for each Indicator Category		Management Approach Disclosures for each Indicator Category	
	Report on a minimum of 10 performance Indicators, including at least one from each of: Economic, Social and Environmental		Report on a minimum of 20 Performance Indicators, at least one from each of Economic, Environmental, Human rights, labor, Society, Product Responsibility		Report on each one G3 and Sector Supplement* Indicator with due regard to the Materiality Principle by either : a) reporting on the Indicator or b) explaining the reason for its omission.	

\* Sector supplement in final version





**Bhavarlal H. Jain** - Founder Chairman

# Chairman's Conviction

Dear stakeholders,

I am pleased to place before you our first Corporate Sustainability Report.

At Jain Irrigation, corporate social responsibility is not merely a matter of an obligation to be fulfilled or an account to be presented to society. We firmly believe that we are indebted to society for our existence, survival and success. We have experienced that we have an invisible bond with society. This bond inevitably leads us to a natural relationship of empathy. It impels the corporation to understand and appreciate social issues and problems. It results in our being part and parcel of the society's progression through the process of inclusive growth. We have come to believe that society has, at the least, a *pari passu* charge on the resources of the corporation. Such a realization generates confidence in the minds of the people and the society that they can count on the corporation for mitigation of problems, difficulties, and even exceptional calamities that it may face. We continually search for innovative ways and means of creating a bridge between the corporation's objectives and social priorities. This process has enlightened us with the grassroot realities. The more we realize this, the more determined we become to evolve a creative partnership between the corporate growth process and its impact on the society.

What is true of societal needs is also true of environmental issues. Environmental consciousness is cultivated as an article of faith and not as a matter of strategy for combating a possible threat which may adversely impact the corporate business. We integrate environmental consideration with our core activities right from inception and do not try to retrofit them. Similarly, We work proactively with deep conviction and do not look for a quick fix to attend to an exigency or a problem at hand or a problem the corporation may face in the near future.

We take a holistic view of our business as well as societal and environmental imperatives. We treat them as inseparable. If life is a gift from God, then, a successful business is a gift from society. It is our firm belief that no successful business can ever remain vibrant for long if it ignores the needs of society and the environment. We, therefore, begin our thought process at conception – at the very stage of selection of our business ventures. We do not opt for businesses which will impact the environment adversely or will endanger social health or safety. We do not believe in building a corporation on the weaknesses and frailties of humans or by venturing into businesses that produce harmful or intoxicating substances, or providing services that are unworthy of enlightened human endeavour - e.g. gambling of any form or intoxication.

In our business operations, we work towards reduction, recycling and reuse of process wastes at every stage; towards conservation of natural resources, whether water, soil, forest or energy. We model our processes to source from nature only that which is minimal and which is absolutely essential for sustenance. The whole model is need based. Our endeavour



is always to make use of local resources and protect the biodiversity. For example, even if we were to develop a compound for prevention of malaria at our Bio-Tech Lab, we will endeavour to create a formulation which will chase away or repel the mosquitoes rather than kill them. We work at everything with a gentle touch and discourage a destructive approach of violence in any form. If we come across a tree in the course of some civil construction, we try to find ways and means of building around the tree, rather than uprooting it. If that is not possible, we try to carefully transplant the tree elsewhere. Such an accommodative approach leads to higher productivity, lesser waste and more income generated for plough-back, so vital for the sustained economic growth of the Corporation. In addition, this system also provides the surplus required to meet social and environmental imperatives. We are convinced that corporate sustainability cannot be delinked from the sustainability of the environment and the society. We are, indeed, undergoing a radical change within to seamlessly integrate these critical concerns. We strive to make such a process our way of life.

It is also our conviction that unless we go beyond the typical budget exercise which looks into a rear view mirror to set physical targets, the corporation will not produce anything outstanding and/or sustainable in the longer term. We have, therefore, put in place a culture which looks at a business proposition from these angles: (a) whether the corporation will produce an article or service which would satisfy a desirable social need, (b) whether the project would impact the environment in a positive way, (c) whether the business would help foster conservation of natural resources and through that promote food security, and (d) whether it would provide for an inclusive growth.

We are, therefore, committed to a sustainable model – through partnership and value addition, which leads to increase in value not only of shareholders, but also of other stakeholders including the consumers, suppliers, business partners and the community at large. We also take care to make our products at optimum cost and sell them at reasonable prices. This approach calls for greater turnover at lesser margins, but generates higher employment and engagement of human resources. It also calls for free flow of appropriate technology. We provide service and training inputs to farmers to empower them to be more productive and self-reliant. These broad-based measures and attitudes close the gap between results promised and results achieved. Each of our businesses is socially impacted and in turn favourably impacts the society and the environment. Together, this relationship results in the harmonious co-existence of a symbiotically sustainable business, society and environment.

This philosophy is born out of our Mission Statement, formulated twenty-five years ago – “Leave this world better than you found it.” We realize that happiness is not a destination. It cannot be travelled to, cannot be earned, loaned or owned. It cannot be worn or consumed. It has to be experienced – and we are experiencing it.



**Bhavarlal H. Jain,**  
Founder Chairman

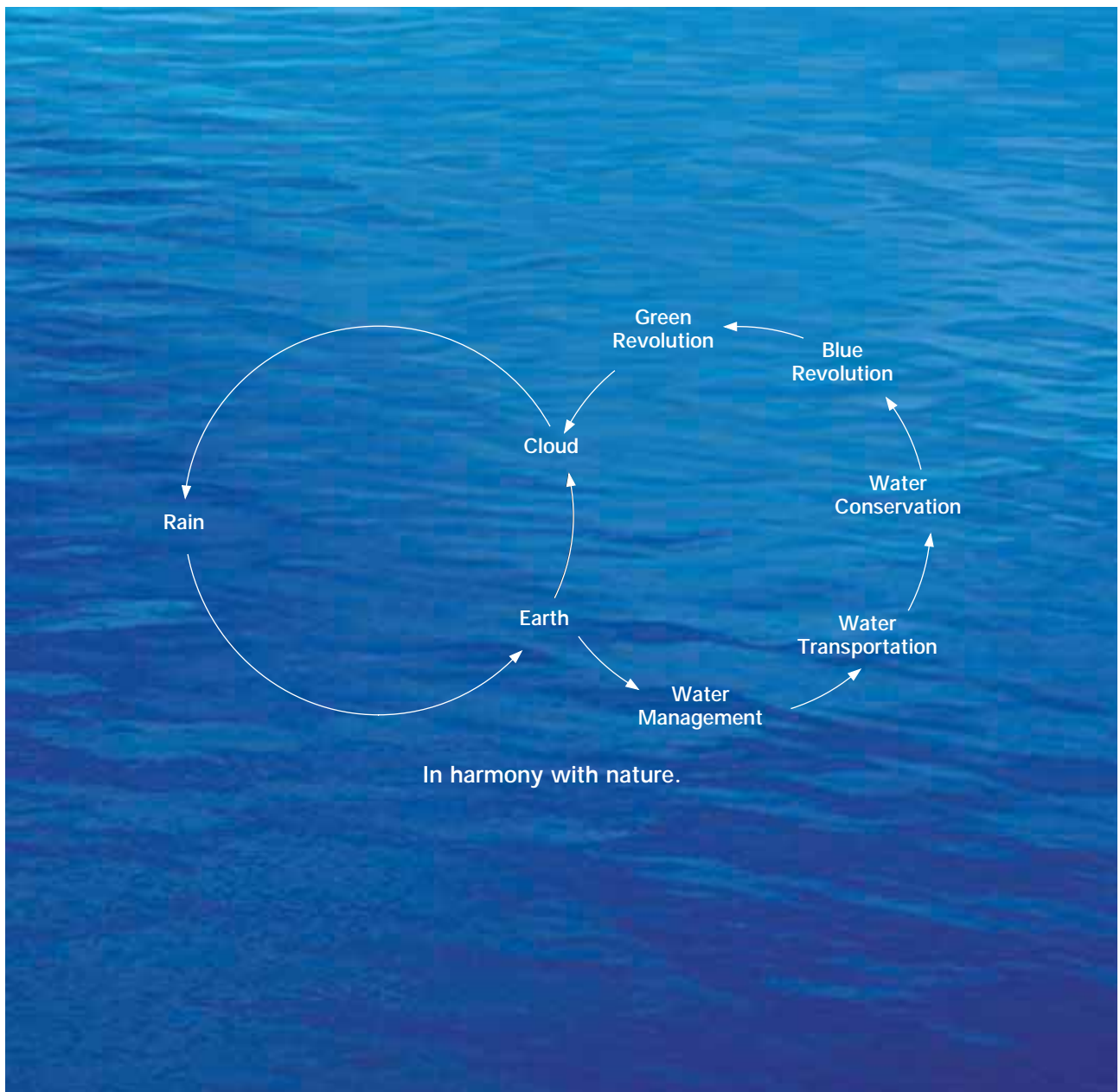




Extension service to onion contract farmers



Onion bulbs grown with sub-surface drip irrigation system



# CEO's Statement



It gives me immense pleasure to present JISL's first Corporate Sustainability Report 2008-09. The report is an effort to communicate our sustainability performance to our stakeholders. In 1963 our founder chairman took the course less traversed. His unique focus on agriculture made the big difference. Drawing upon his ethos, value system and experience, Jain Irrigation System Limited (JISL) was established in 1986.

Our mission to "leave the world better than you found it" has continuously guided us in directions that have helped to improve the lives of our customers, associates and other stakeholders. Our mission statement forms the core of our sustainability strategy and is more relevant in today's world of depleting natural resources, increasing population and growing food shortages.

In a scenario of small landholdings, lack of resources and large number of farmers, we work on the concept of **"More from Less for More"**. Needless to say that "More crop per drop" is not just our slogan, but is a promise of performance that motivates the farming community. Our products not only help the farmer to optimise his inputs but, more importantly, helps him achieve productivity increases. Further, we buy fruits and vegetables from farmers and add value by processing them and increasing their shelf life. We are also infrastructure solution providers, especially focusing on water distribution in rural as well as urban areas.

## **Sustainable Strategy**

In terms of sustainability of business, we create conditions which will allow us to be one of the lowest cost producers, while offering our customers the best quality products and services.

This will not only provide them value for their money, but also ensure that our products and their applications will create a cascading and multiplier effect, especially in the rural economy. To this end, we have been taking major steps through additional investments in production capacity, product development, and fundamental research in the laboratory. We will continue our endeavour to seek appropriate solutions and approaches for value addition while benefiting all the stakeholders in meaningful ways.

We focus on growing the business organically as well as through strategic partnerships, mergers and acquisitions. We are expanding into new high growth potential products and maintaining cost competitiveness. In the process, we are creating 'Jain' as an international icon in the agri value chain. Jains are committed to a positive contribution towards the prosperity of rural India through our products and services. The major focus is also on improving liquidity and reduction of finance cost. International Finance Corporation (IFC), a financial arm of The World Bank, has become an equity stakeholder in our Company in April 2009 and has provided funding for expansion.

As far as social commitment is concerned, we continue to invest 5% of JISL profits towards rural development. Continuing our focus in that direction, we signed an MOU with NABARD (National Bank for Agricultural and Rural Development) for 'Village Development Plan' (VDP) in 75 villages in Maharashtra, the details of which are provided in this report. We are also engaged in dissemination of agricultural technology to the rural masses of India through extension activities to make farming more remunerative. This is being done by highly qualified professionals— 24 Ph.D. holders and over 1000 engineering and science graduates in various streams.

We care for the health, safety, education and prosperity of associates and our community. We also adhere to the 'equator principles' of IFC for environment, health and safety policy.

Projects like biomass based power plant (1.71MW) and wind power (13.2 MW) have been developed, contributing to the environment in a positive way in the fight against global warming and climate change scenario. We continue to make products that reduce the developmental impact on the environment — such as microirrigation systems, photovoltaic cells and PVC sheets.

### **Risks and Opportunity**

In India, 65% of the 1 billion population is still associated with agriculture. Agriculture symbolizes our culture and is the backbone of the Indian economy. Indian agriculture, it is well said, is a gamble played with the monsoon. The temporal and spatial variability of the monsoon is well-known, and the recent apprehensions relating to climate change and global warming have added more problems rather than providing any solutions. This is a major risk we face as the supply to our fruit and vegetable processing industry is hampered on account of the unpredictability of the monsoon.

But, there also lies an opportunity to solve the problem of water scarcity and provide food security in such situations by application of modern technology like microirrigation. The penetration of this technology is limited to only 5% of the total irrigated area in India. Here lies



the huge scope for providing state-of-the-art technology to the farming community and we are making an attempt to make Indian agriculture monsoon and drought proof.

As the risk of climate change looms over us, we are also providing renewable energy to society by way of solar thermal, photovoltaic, and wind energy solutions. We have set up R&D facilities for further developments in this sector.

### **Performance**

Reaffirming our belief in our credo has been the reason for our stellar performance despite the global economic meltdown and subdued growth environment. Our sales across all our business verticals in 2008-2009 grew by 29 %.

Our Founder Chairman was conferred with the prestigious civilian National Award, the Padma Shri for his yeomen contribution to the scientific development of agriculture and water conservation. JISL's plastic division was felicitated with two prestigious awards at the international exhibition PlastIndia – for Outstanding Performance in Export and Fastest Growing Enterprise (Commodity Polymers). This year we are in the process of perfecting a hi-tech Ultra High Density Plantation (UHDP) at a project outlay of JISL's farm in Ellaymuthur, Udumalpet, Tamil Nadu.

Today, I look back with pride at our modest beginning and cherish the fact that we have come a long way. JISL is recognised as a pioneer in providing solutions to small land holders nationally and internationally. Our success has strengthened our belief that we can generate value for all stakeholders in a sustainable way. A strategic action plan for sustainable practice is on the anvil. We will be following the pursuit of excellence for sustainability, as the management of JISL is committed to carry forward the legacy we have inherited.

I am positive that at JISL, small ideas will continue to create big revolutions.



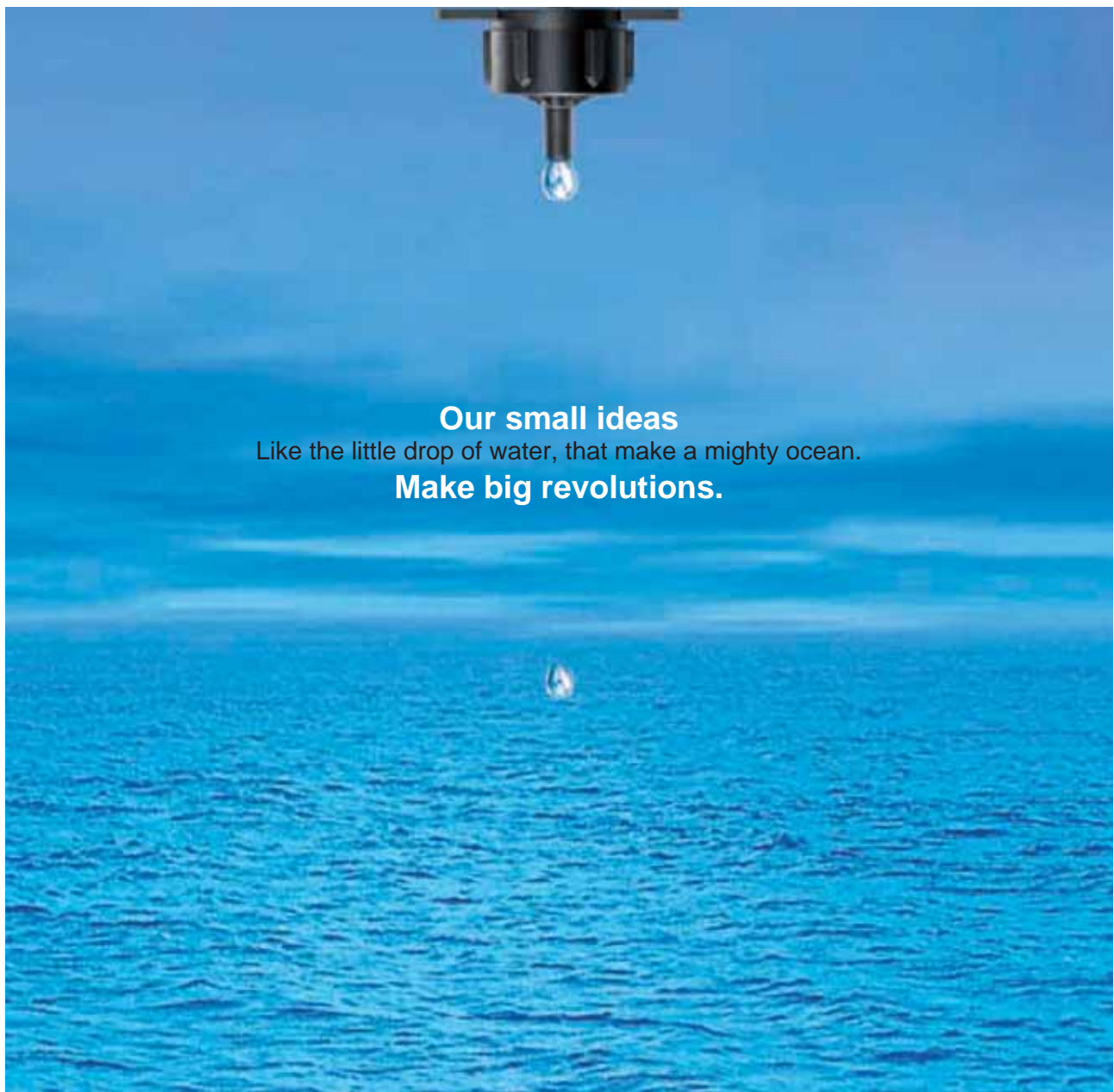
**Anil Jain, CEO & MD**



Fruits for processing



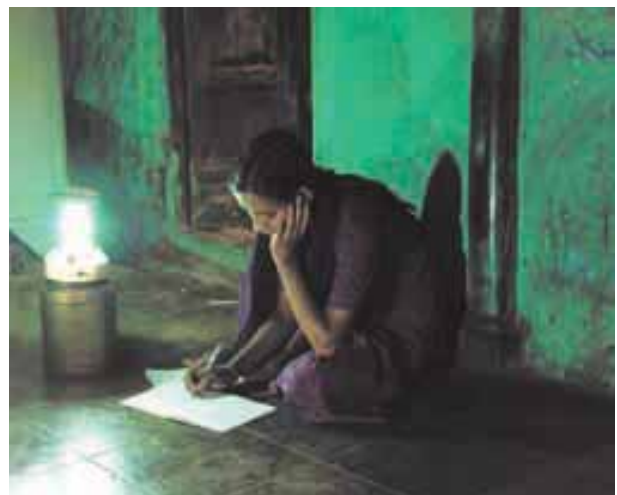
White onion used for processing



**Our small ideas**  
Like the little drop of water, that make a mighty ocean.  
**Make big revolutions.**



Turmeric on Drip Irrigation System



Solar lighting

# Sustainability Strategy

Over the years, JISL has transformed into a diversified entity. As we track our trajectory of growth, we find that throughout this process, we have always been driven by our mission: **“Leave this world better than you found it”**. Our working philosophy is concurrent with our commitment to social responsibility and environmental concerns.

Sustainability has been engrained in the philosophy of JISL's business ethos since inception. This is reflected throughout the company, from our product portfolios, the way we have engaged with our stakeholders and through all our other activities. The sustainability at JISL is threefold and the goal of sustainable development is sought to be achieved by focussing both inward and outward. As part of the sustainable strategy, a detailed business impact and risk analysis is done in a planned way by addressing these issues which are explained in the section “Governance, Commitments and Engagement”.

**Market Activities :** We try to improve and promote sustainability and conservation through our products and services. We do not advocate maintaining status-quo nor do we encourage exploitation of natural resources for short term economic gains. Instead, through sound and sustainable products and services, we attempt to establish a creative and symbiotic relationship between development and the environment in which we operate.

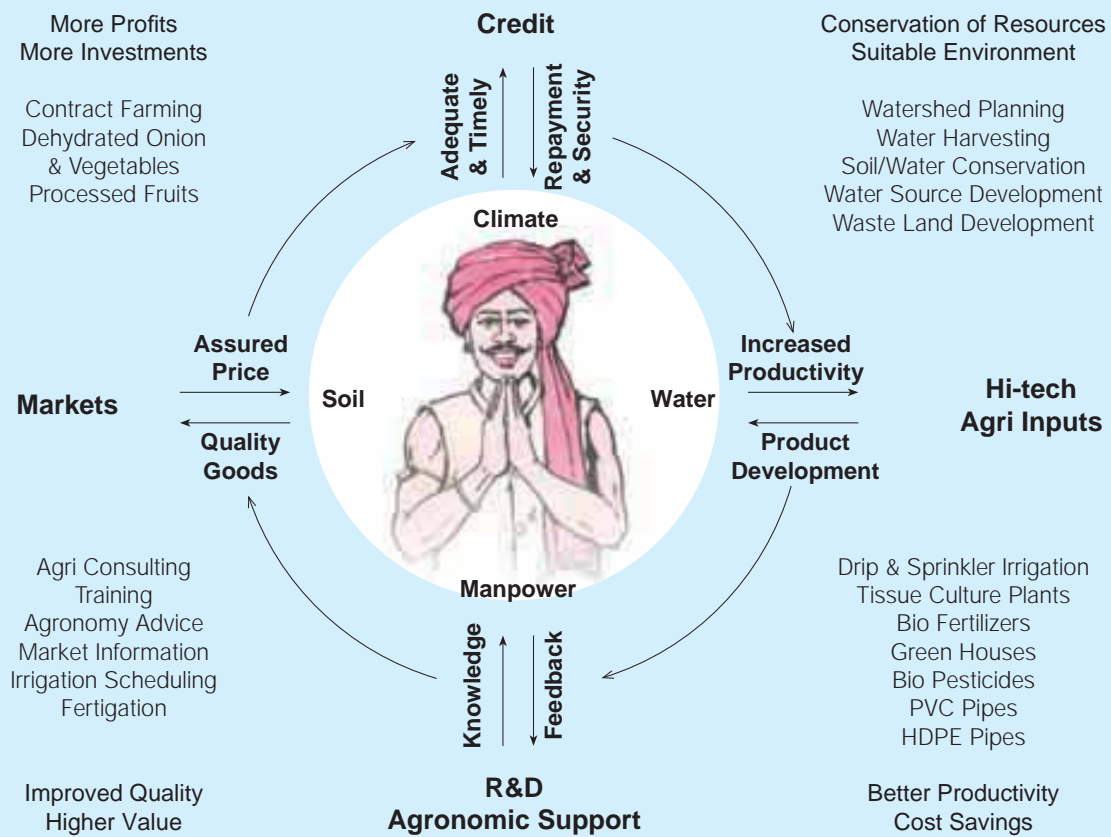
**Internal Activities and Focus :** Our Company has incorporated a formal Environmental, Human Resource and Social Action Plan which ensures that we follow the best practices in the industry. Our key focus is on sustainable energy use and consistent product quality, and a stable and committed workforce.

**Community Activities :** JISL ensures improving the quality of life and the livelihood of the local rural community through its own initiative and also via the principle of Public Private Partnership (PPP) with the local administration. To this end, the company has invested in activities pertaining to social welfare viz. supporting schools, promoting health care, adopting villages for community development, encouraging sports and cultural activities.





## Jain's holistic and virtuous self-sustained agri cycle



More from less (water) for more (people)

# Organizational Profile

Jain Irrigation Systems Limited (also known as Jain Irrigation, JISL, or Jains) is a transnational organization headquartered at Jalgaon, Maharashtra, India. JISL employs over 5,000 associates and manufactures a number of products, including drip and sprinkler irrigation systems, PVC & PE piping systems, plastic sheets, greenhouses, bio-fertilizers, solar products including water-heating systems, photovoltaic appliances and solar pumps. JISL processes fruits and vegetables into aseptic concentrates, frozen fruits and dehydrated vegetables respectively. JISL is a public company listed on the Bombay Stock Exchange as 500219 and on the National Stock Exchange of India as JISLJALEQS. The Company has a turnover exceeding Rs. 30 billion. JISL also has 21 manufacturing plants spread over 5 continents. The products are supplied to 110 countries through 3000 dealers and distributors worldwide.



The power of a water drop





Where every drop of water counts.

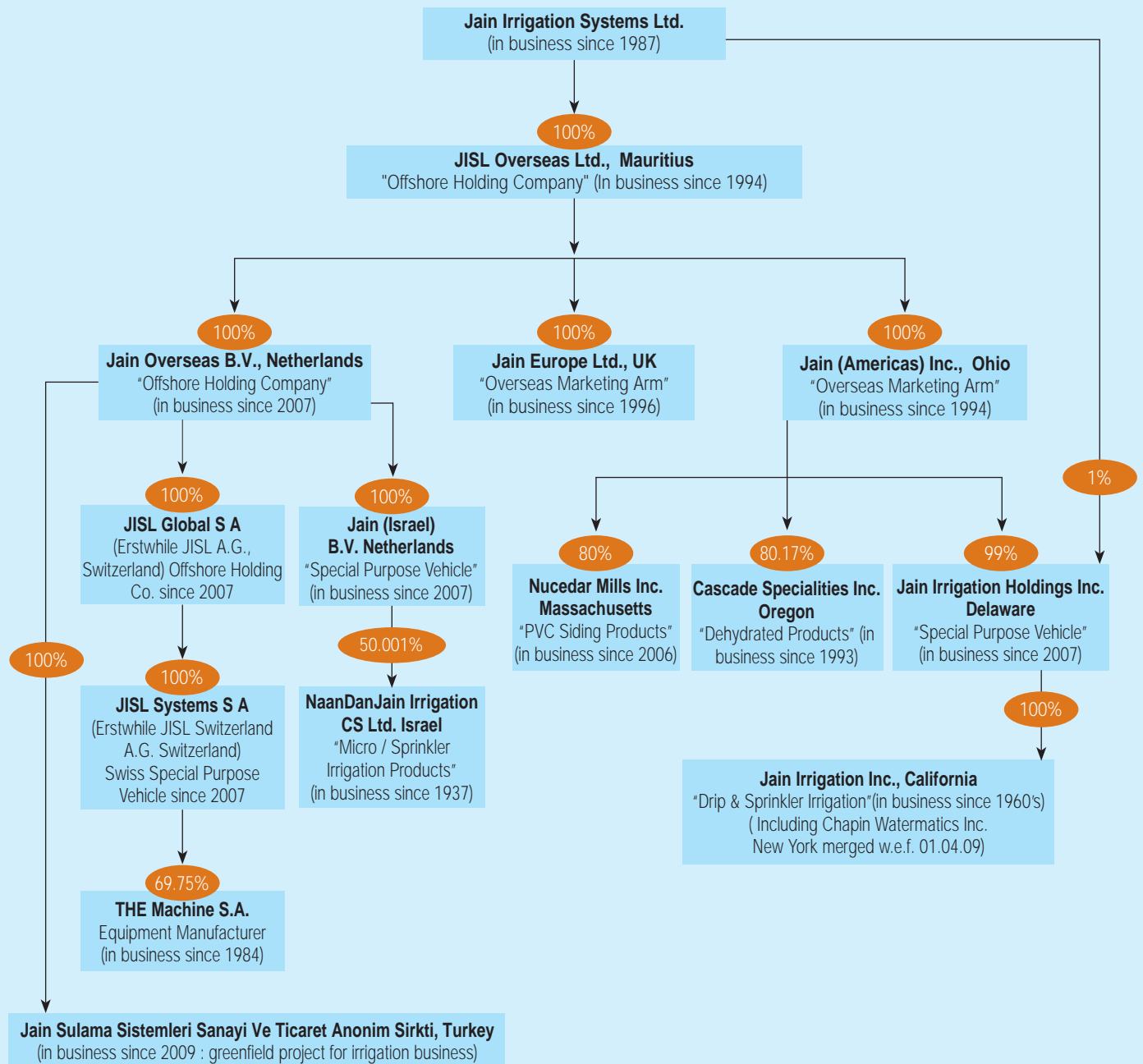




# Organizational Profile

## Corporate Structure :

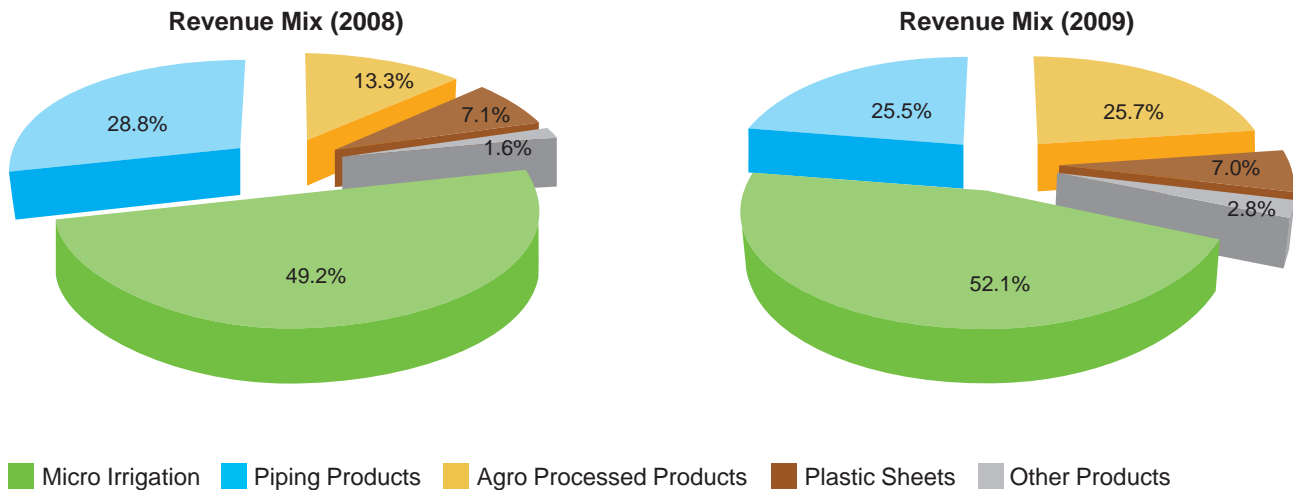
The table below show the current corporate structure of the Company.





# Organizational Profile

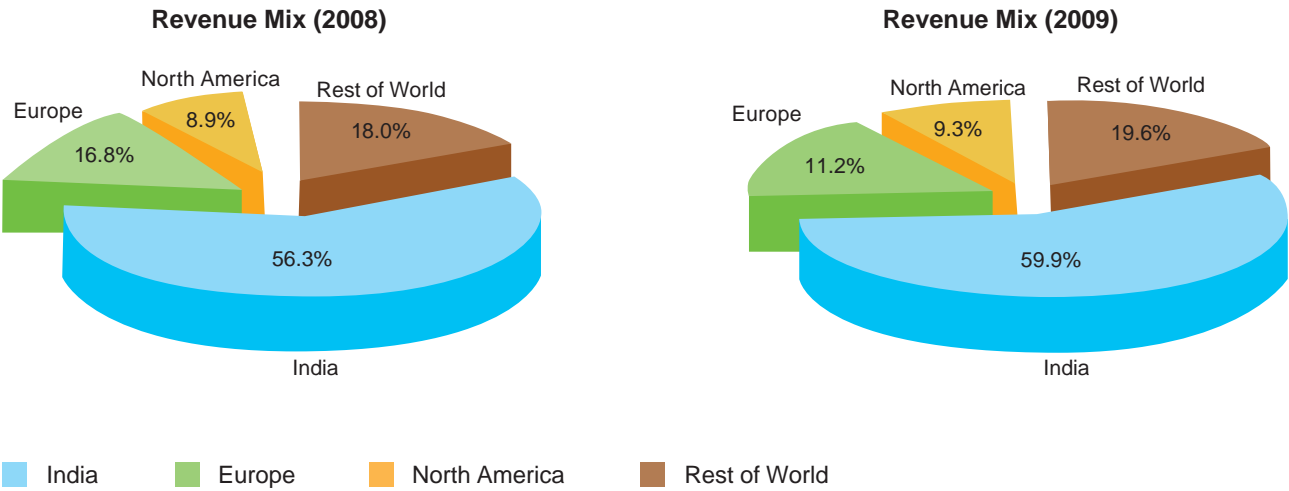
## Business wise



*Azadirachta indica* (Neem) project implemented successfully at Jain Hills



Country wise





# Establishments



Jain Plastic Park, Jain Fields, Bambhori, Jalgaon (Maharashtra) India : Drip and Sprinkler Irrigation Systems, Plastic Piping, Plastic Sheets and Green House.



Jain Agri Park, Jain Hills, Jalgaon (Maharashtra) India : R & D, Farm and Demonstration, Training Centre, Tissue Culture Lab and Agri Bio-Tech Lab.





Jain Food Park, Jain Valley, Jalgaon (Maharashtra) India : Fruit Processing.



Jain Food Park, Jain Valley, Jalgaon (Maharashtra) India : Onion and Vegetable Dehydration.





Jain Food Park - I, Chittoor (AP) India : Fruit Processing.



Jain Food Park - II, Chittoor (AP) India : Fruit Processing.



Jain Food Park, Dhobikuva, Baroda (Gujarat) India : Onion and Vegetable Dehydration.





Jain Agri Industrial Park, Udumalpeth (TN) India : Drip and Sprinkler Irrigation Systems and Plastic Piping.



Jain Plastic Park, Kondamadgu (AP) India : Drip and Sprinkler Irrigation Systems and Plastic Piping.



Jain Irrigation Inc. Fresno (USA) : Drip Irrigation Systems.





Chapin Watermatics - Watertown (USA) : Drip Irrigation Systems.



Jain Sulama Sistemleri Sanayi Ve Ticaret A. S. Istanbul (Turkey) : Drip and Sprinkler Irrigation Systems.



NaanDanJain Irrigation CS Ltd., Naan (Israel) : Drip and Sprinkler Irrigation Systems.



The Machine S.A., (Switzerland) : Driptide and Pipe Manufacturing Machines



NuCedar Mills Inc., Chicopee, (USA) : Plastic Building Products.



Cascade Specialties, Boardman (USA) : Onion Dehydration.



# High-Tech Agri Input Products



Rainwater Harvesting in Quarry



Demonstration of Drip Irrigation

The high-tech segment comprises micro-irrigation systems, turnkey services and hi-tech agri consultancy, biotech tissue culture, greenhouses, poly & shadehouses etc. JISL is the second largest microirrigation company in the world. The microirrigation division manufactures the full range of precision products of drip and sprinkler irrigation. JISL nurtures a sprawling 700 acre hi-tech agri institute, a farm resource R&D, demo, training & extension centre and undertakes turnkey projects for agricultural and irrigation development. Over 1000 agri and irrigation scientists, engineers, technologists and technicians offer consultancy for complete or partial project planning/implementation, e.g. watershed development through wasteland transformation, including crop selection and rotation. JISL also designs and implements comprehensive class-room as well as on-farm training courses for govt. officers, bank professionals, farm operators and managers.

The tissue culture division produces Grande Naine banana plantlets at full capacity and has established matching primary and secondary hardening facilities. It has also established an independent, National Accreditation Board for Testing & Calibration Laboratories (NABL) accredited R&D, virology and microbiology lab. Also, a modern biotech lab equipped with

PCR based and other molecular markers, has been established to meet the needs of continuous genetic improvement and validation programme in cultivars of onion, banana, mango and some of the energy crops. The sales in tissue culture division grew 26% over the previous year. The output increased at 12.18 million plantlets.



Jain High-tech Agri Institute, Jain Hill, Jalgaon.





Bumper Cotton crop on Drip Irrigation



Mango with Micro Irrigation



Banana Tissue Culture Plants Hardening Centre



Drip Tube Manufacturing Plant



Controlled Agriculture in Green Poly Houses



Tissue Culture Laboratory

# Plastic Piping Products

Jain Irrigation Systems Ltd. is the largest plastic pipe manufacturer in India covering a wide range of pipes and fittings. We annually process over 200,000 MT of various polymers.

We extrude and inject the mould of PVC, PE, PP along with other engineering polymers like Polycarbonate, Polyamide, PBT, ABS etc. We are a 'total solution provider' for various thermoplastic piping systems that are used in transportation/conveyance of fluids, semi-solids, cables. In Piping Systems we have systems from Water to Gas distribution; chemical to cable conveyance; groundwater tapping to waste disposal; microirrigation to lift irrigation; hand pumps to house service connections.

In PVC piping, Jain Irrigation has 15% of the total market share making it one of the biggest players in the organized sector. During FY 2008-09, this business contributed 18% revenue to the Company. The business has grown at a steady 43% in revenue and added 36,540 MT of capacity during the year under review.

The PE piping business witnessed de-growth in FY 2008-09. Revenue was down by 11% and volumes were down by 16%, reflecting sluggish and subdued capital expenditure by the infrastructure sector in general and telecom sector in particular amid prevailing tight liquidity and poor sentiment during the major part of FY 2008-09. However, with all user industries like telecom, gas, water and sewerage having good plans for growth and capital expenditure, the future is very bright for this business. The business added 19860 MT of capacity during the year under review.



Assuring the quality of product



Range of PVC & polyethylene pipes and fittings





1600 mm PE Pipe under installation off the Chennai coast



Corrugated pipes



Installation of PE pipe along the Himalayan slopes in HP



# Agri Processed Products

We process tropical fruits and vegetables into purees, concentrates, juices and Individual Quick Frozen (IQF) products and dehydrated products and market these under our brand name 'FarmFresh'. This division forms an important part of the company's approach to the integrated farming model, wherein the company supplies the farmer with high-tech agri inputs and buys back the output, thereby completing the agri value chain.

To tap the huge opportunity in this segment of business, the company has added new capacities, acquired a number of plants and also increased the product portfolio. Jain Irrigation is now the largest processor of fruits and vegetables in India. Apart from growth in mango pulp and the concentrate business, the company has set-up the most modern and largest pomegranate processing facility at Jalgaon. The rationalization of manufacturing locations was completed by the company in the year under review by deciding to process mangoes in season only at two locations. The IQF and Bulk Frozen (BF) fruit products have further diversified the basket of fruits being processed by the company.

The Dehydration Facilities are for onions and vegetables. JISL accounts for more than 50% share in export of dehydrated vegetables from the country. With the acquisition of controlling stake in Cascade Specialities Inc, JISL has also established its manufacturing presence in the USA, the world's biggest market for dehydrated onion. We are the only producers in the world to have a manufacturing base in two different countries and as a result are able to produce dehydrated onions throughout the year.

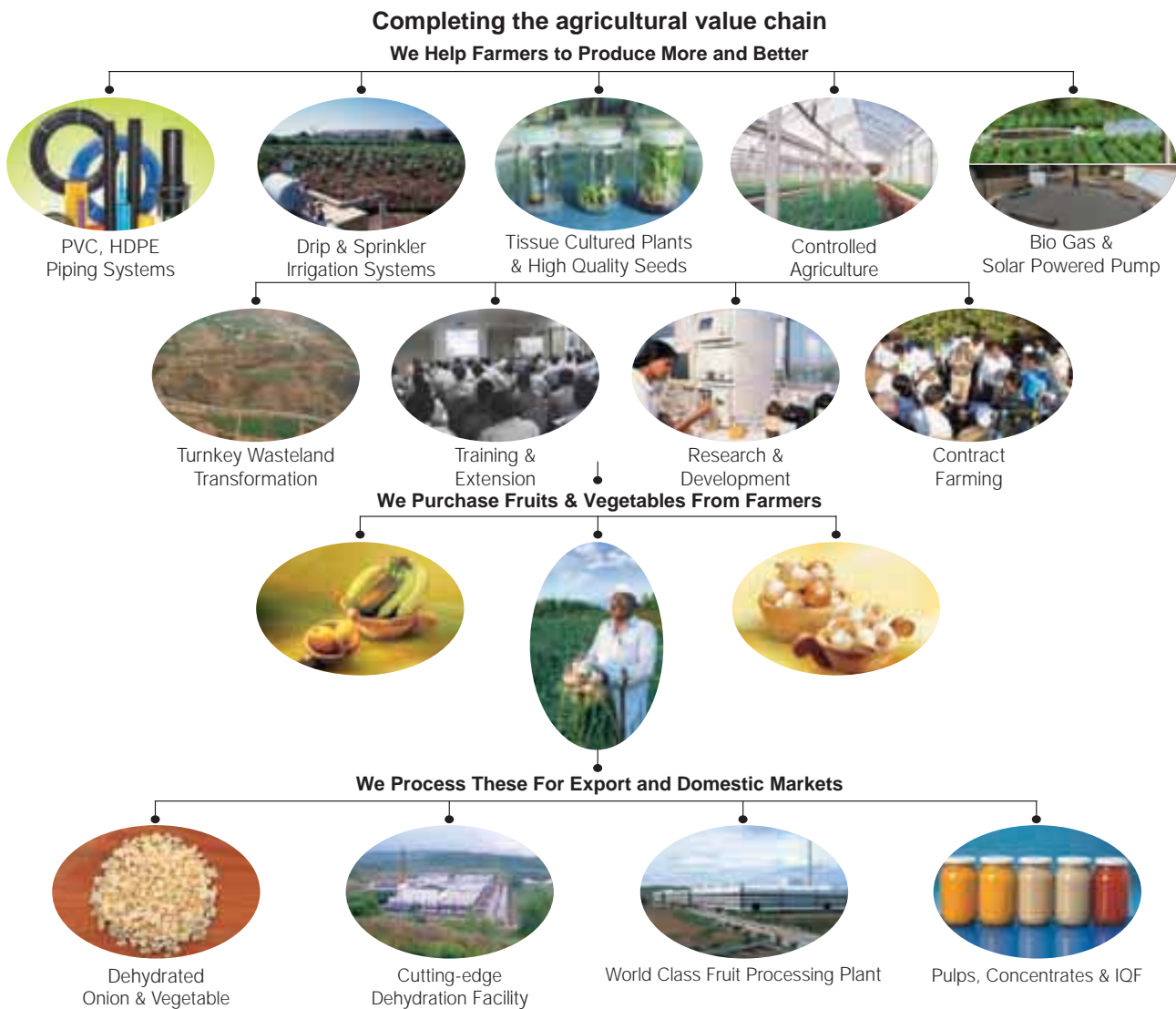


Mango processing - Inspection belt



Aseptic packaging of mango pulp

# One-Stop-Agri-Shop



Dehydrated onion milling



Onion dehydration dryer



# Natural Resource Conservation Products

Our recyclable PVC sheets replace wood and metals as a substitute for building material thus saving trees and energy. Similarly, solar products use the abundant sun energy and save natural resources like coal, which is predominantly used to produce electricity.



Solar water heating system



Drip irrigated bamboo plantation



Solar photovoltaic street lighting



Signage made from PVC sheets



Jain solar powered drip irrigation

# Awards & Recognitions

Our untiring effort towards the pursuit of excellence and the ongoing research and development initiatives have earned the company the highest R&D awards of the country and numerous other accolades and recognition in exports, fair business practices, quality, excellence etc.

## Significant Contributions in Science & Engineering



Chairman Bhavarlal H. Jain receiving  
"Padma Shri Award" from the President of India  
Shrimati Pratibha Patil



EIMA Technical Innovation Award



Crawford Reid Memorial Award (IA USA)

### Break-up of the Institutions who awarded JISL

Given by			Total
Government of India			90
Sponsored by	Instituted by	Nos.	
Ministry of Commerce & Industry	Min. of Commerce & Industry	04	
Ministry of Commerce	'Chemexcil'	03	
Ministry of Commerce & Industry	'Plex-concil'	72	
Ministry of Food Processing	'APEDA'	07	
Ministry of Science & Technology	'DSIR'	02	
GOI	BIS	01	
GOI	ECGC	01	
Government of Maharashtra			25
International Bodies			02
Indian Institutes			17
<b>Total</b>			<b>134</b>

### Business Unit-wise No. of Awards

Given to	Total
Papain	20
Plastic Piping Systems	21
Plastic Sheet Products	42
Hi-Tech Agri Inputs (MIS, SIS & Tissue Culture)	32
Corporate Support / Services	06
Agri Processed Products (OVD + FP)	12
Granite	01
<b>Total</b>	<b>134</b>

### Awards Received by the Chairman B.H. Jain

Given by	Total
State Level	08
National Level	16
International Bodies	02
<b>Total</b>	<b>26</b>



Green Tech Excellence Award



Water Conserver of India Award



# Report Parameters

## **Report Profile**

The reporting period for the information provided in this report is from April 2008 to March 2009. In future the Corporate Sustainability Report will be published once in two years by the company. The next report will cover the information from April 2009 to March 2011. For further information on the report contact: Dr. Santosh K. Deshmukh, Chief Coordinator - Sustainability, E-mail: sustainability.cell@jains.com; Phone: 0257-2260288.

## **Report Scope and Boundary**

We have followed the principles and methodologies as suggested by the GRI guidelines 2006 version – G3. The relevant indicator protocols and technical protocols have been followed for reporting the various sections of the report. As this is our first sustainability report, we have tried to disclose most of the information available with us. The process adopted for determining the contents of this report is to follow all the core and some of the additional indicators as given by GRI-G3 guidelines. We have been engaging with our stakeholders on an ongoing basis as a part of routine business. From this year onwards, we aim to follow a formal process of stakeholder engagement where we would identify the material issues for reporting purpose and then map them to the relevant aspects of the report. For this year's report, effort has been made to ensure reporting on all those parameters which we consider significant and have a potential of significantly affecting the stakeholder's decisions. We have also considered the reporting principles of completeness and sustainability context while preparing the report. This report covers all operations at Jalgaon, Maharashtra, India, which is our biggest manufacturing base as well as corporate headquarters. Other locations in India viz. Udumalpet in Tamil Nadu, Chittoor and Hyderabad in Andhra Pradesh, Baroda and Bhavnagar in Gujarat and our subsidiaries outside India viz. Israel and U.S.A. have not been covered in this report. We are in the process of constituting a Corporate Responsibility & Sustainability Cell. In the subsequent years we aim to set up reporting processes in other locations as well. We hope that subsequent reports will have the data from all other locations as well. The process of collecting the information for reporting follows the international standards and guidelines. The carbon footprint has been calculated on the basis of ISO 14064 guidelines and World Resource Institute (WRI)'s GHG protocol. The data presented in the report is based on actual monitored values. In case of any estimation or assumption, the rationale behind the same is specified in the respective sections in the report.

## **Assurance**

We have followed a policy of independent third party review and assurance of the information disclosed in the report and accordingly have engaged Ernst & Young Private Limited, India to conduct a 'limited' assurance in accordance with the International Standard on Assurance Engagements ISAE3000. Their assurance statement covering the scope of work, various works undertaken, site visits and conclusion has been included in the later section of the report.

# Governance, Commitments and Engagements

We believe that Corporate Governance helps to achieve commitment and goals to enhance stakeholder value by focusing towards all the stakeholders. Any good corporate governance set-up provides an appropriate framework for the Board, its committee and the executive management to carry out the objectives that are in the interest of the Company and the stakeholders. JISL maintains highest levels of transparency, accountability and good management practices through the adoption and monitoring of corporate strategies, goals and procedures to comply with its legal and ethical responsibilities. We are in compliance with the requirements of the revised guidelines on corporate governance stipulated under clause 49 of the Listing Agreement with the Stock Exchanges.

The corporate governance structure at JISL is three tiered. The Board of Directors forms the apex body in this governance structure. Shri Bhavarlal H. Jain, the founder is the Chairman (non-executive) of the Board. The second level of governance is the Board Level Committees responsible for meeting statutory requirements and discharging important functions delegated by the Board. The third level is the Executive Management, responsible for formulation and execution of the company's plan and its operations. The Board defines the independent members as per the definition given in clause 49 of the Listing Agreement of SEBI.

<b>Board of Directors: Four Executive Directors, Five Non-Executive Directors &amp; a Non-Executive Chairman from the promoters' group</b>			
<ul style="list-style-type: none"> <li>- Oversees the management functions to ensure effectiveness and enhance shareholder value</li> <li>- Reviews and approves management's strategic plans and business objectives                             <ul style="list-style-type: none"> <li>- Provides and monitors the strategic directions</li> </ul> </li> <li>- The 5 Non-Executive directors are independent members</li> </ul>			
<b>Audit Committee</b>	<b>Compensation</b>	<b>Investor Relation and Grievance</b>	<b>Operations Review</b>
Audit Committee is responsible for supervising the financial reports, statutory audit and internal audit to ensure accurate and appropriate disclosures that maintain and enhance the quality of financial reporting. The scope of audit committee's supervision is as per the clause-49.	Compensation Committee considers and recommends the compensation of Executive Directors and selected senior executives. It also decides the grant of ESOP's.	Investor Relation & Grievance Committee reviews and takes decisions on investor complaints, corporate action related work, and outsourced investor services like Registrars and Transfer Agents, Electronic connectivity etc.	This committee is in empowered to take all necessary decisions related to operations of the Company.
<b>Executive Management</b>			
<ul style="list-style-type: none"> <li>- Ensures value creation for all stakeholders</li> <li>- Formulates and executes strategic business plans and strategy initiatives</li> </ul>			



### **Mechanism for Shareholders' Feedback**

The company follows the practice of obtaining feedback from its shareholders on an ongoing basis. The shareholders can submit their suggestions/feedback by visiting our website and sending an e-mail to the company. If their suggestions are found reasonable and practical, proper action is taken to take them forward. The Annual General Meeting is another forum where shareholders can freely express their concerns and give suggestions directly to the Board. Details of various queries received and replied to during the reporting period are provided in the Annual Report of the Company. Company's management conducts quarterly investor conference to discuss quarterly financial results. Company's management attends various investors' conferences around the world to communicate its strategy.

Other forms of mechanism include communication of all financial results of the Company to stock exchanges (where Company's equity shares are listed) as soon as they are approved and taken on record by the Board of Directors of the Company. Further the results are published in leading Marathi dailies circulated throughout Jalgaon District and leading financial newspapers published on an all India basis. These results are simultaneously posted on the website of the Company and on Electronic Data Information Filing and Retrieval (EDIFAR). The website address of the Company is <http://www.jains.com>

### **Compensation of the Highest Governance Body, Senior Managers & Executives**

The Compensation Committee considers and recommends the compensation of Executive Directors and selected Executives at the senior level in the Company as also the allotment/devolution of ESOP's under approved ESOP 2005. The remuneration of the governance body members and other senior management members are linked to the Company performance as the performance incentive is based on quantitative and qualitative performance criteria. The compensation committee consists of five members and the Company Secretary is the convener of the committee. Further details about the compensation of highest governance body are available in the annual report.

### **Avoidance of Conflict of Interest**

JISL ensures avoidance of conflict of interest of the Company with the members of highest governance body and senior management. In terms of provisions of SEBI Regulations, 2002, as amended, JISL has formulated a Code of Conduct for prevention of Insider Trading which is available on the Company website [www.jains.com](http://www.jains.com). The Company Secretary acts as the compliance officer for this code of conduct and directly reports to the Managing Director. He is responsible for setting forth policies, procedures, monitoring adherence to the rules for the preservation of "Price Sensitive Information", pre-clearing of designated employees' and their dependants' trades, monitoring of trades and the implementation of the



**Sitting from left :** Ajit Jain (Jt. MD), Anil Jain (MD), Ashok Jain (Vice Chairman), D. R. Mehta (Director), Bhavarlal Jain (Chairman), R.C.A. Jain (Director), A. R. Barwe (Director), Vasant Warthy (Director), Radhika C. Pareira (Director).  
**Standing from left :** Deepak Mundada (S. VP. Finance), Abhay Jain (President Mktg), Manoj Lodha (CFO), Atul Jain (Director Mktg), A. V. Ghodgaonkar (Company Secretary), R. S. Swaminathan (Director Tech.).

Code under the overall supervision of the Board of the Company. Any instances of violation of the code are reported to the Board and to the Regulatory Authorities.

### **Qualification & Performance of the Highest Governance Body**

The non-executive directors are drawn from well-known professionals in their field and possess a background of financial, legal and agricultural fields. One out of the five independent directors is with the Company Board for less than 3 years at present. Due care is taken that the Board has a fairly diverse representation from important sectors to bring forward a multi-stakeholder perspective while making decisions. Greater details about appointment or re-appointment of directors and their profiles could be taken from annual report.

The Company also believes that a formal strong control framework is a prerequisite for establishing an effective governance framework. It is also equally important to inculcate a culture that fosters the control environment in the organization. Therefore, the Company has established both formal and informal processes to assess and strengthen the internal controls across the businesses. The Company is committed to establish an internal control framework that ensures prevention and detection of control failures, ensures efficiency and effectiveness of the processes to strengthen the delivery capabilities of the organization. Formal processes include management control framework, internal audits, independent review of control system by Statutory Auditors, review mechanism by the Audit Committee and periodic review by the Management. To ensure independence and to incorporate leading control practices, internal audit function has been outsourced to Ernst & Young Private Limited, a renowned professional firm. Significant deviations in the internal control framework and remedial action plan are discussed with the Audit Committee of the Board.

### **Risk Governance & Precautionary Approach**

JISL has significant experience in managing risks related to farming, weather, seasonality, global markets and impact of government policy. During the last few very volatile years, this experience and expertise has helped us to navigate turbulent times in a smooth manner resulting in sustained growth, improved margins and increase in market share, despite the financial meltdown and violent disruption of all types of global markets.

We are in the process of preparing a comprehensive risk management policy. The risk management inter alia, shall provide for periodical review of the procedure to ensure that executive management controls the risks through a properly defined framework. The Company has identified the risks and their owners within the organization and following risks have emerged as the top 5 risks:

- **Continuous fund requirement** : Challenges in managing cash to cash cycle (payment for procurement to collection for sales) needs continuous fund infusion. This results in increased capital requirements. This risk is especially relevant for a growth oriented Company and the kind of business we operate in.
- **Seasonality in agriculture and monsoon** : Company's performance is also dependent on the seasonality in agriculture sector. The recent climate change and fluctuation in the monsoon will also impair the raw material availability for food processing industry. But the drip



irrigation system has the potential to solve the problem of food, energy and water security arising from the climate change phenomenon.

- **Currency fluctuations** : Adverse changes in the exchange rates may deliver big jolts to an otherwise smooth running business. It is the one factor that affects sustainability adversely.

- **Aggressive strategies of competition** : The competition adopts aggressive strategies (large sales force, credits, products offered at multiple price points etc.) and competition from unorganized sector (aggressive pricing) results in pressure on sales/margins.

- **Integration of acquisitions** : Inability to capitalize on the opportunities arising from the acquisitions due to sub optimal integration of the people, process and technology from the acquired entities is one of the risks associated with the recently completed acquisitions.

The Company has scheduled the development of a plan for mitigation of risks in FY 2010, and on completion of the exercise, the Risk Management Plan shall be fully in place.

### **Commitments to External Initiatives: Memberships, Associations**

We are a member of several associations in the country and also of some international organizations. The Company participates in the activities of these associations. JISL is a member of FICCI, CII, CIFTI, MCCA, Irrigation Association of India, Confederation of Export Units, Plastic Pipe Institute, Indian Chamber of Commerce and Industry, Organisation of Plastic Processors of India, Indo-German Chamber of Commerce, Federation of Indian Export Organizations, MahaDRIP, India Water Partnership, etc. Mr. Ajit Jain, Jt. Managing Director is a lifetime member of American Society of Agriculture and Biological Engineering (ASABE). The Company has also signed MoUs with 20 different agricultural and traditional universities for research and extension on development of agricultural and rural technology.

### **Corporate Sustainability and Responsibility Cell**

We were involved in the forming of a full-fledged Corporate Responsibility & Sustainability Cell during the year 2008-09. The cell would be fully functional from the next reporting year onwards. The cell aims to meet at least once every quarter to set goals, monitor performance and take stock of the progress on various initiatives at the corporate level. The cell would also have additional responsibility for furnishing regular updates to the Board members, investors, employees, suppliers and customers on a continuous basis. The cell has an additional responsibility of collating the feedback received from various stakeholders, responding to them and addressing their concerns. The mandate of the cell will be to carry out the present sustainable practices of the Company and to work on the shortcomings and provide alternatives with lateral thinking and to establish the organization on the world map as one of the prime examples of a "sustainable organization".

CREDO: "Acting on Alternative Options with Lateral Thinking"

# Stakeholder Engagement

Value creation for everyone involved in the enterprise is fundamental to creating common purpose and addressing the complex issues facing the planet.

To be successful, we must understand our stakeholder's concerns and respond to issues which are most material to them. We aim to create an environment of open dialogue with our stakeholders so that we continuously engage them in all our business decisions and align our business goals with their expectations.

We have been continuously interacting with a large group of stakeholders through various channels of communication. The various stakeholder groups along with their methods of engagement, identification and process of prioritization of material issues are given as follows :

## Customers

Till recently, the key concerns of customers used to be on-time delivery of quality products at the cheapest price. But now, the purchasing decisions of customers are increasingly being influenced by social and environmental performance. We have been working diligently with our customers to improve their environmental performance by reducing their carbon and water footprint through MIS and solar products.

The Company has set up proper mechanisms to engage with its customers on a continual basis. These mechanisms ensure timely response to all the concerns and issues raised by our customers. On a yearly basis, we carry out a **Customer Satisfaction Assessment** for food division customers which helps us improve our products and services. We have



Voting at the Annual General Meeting





A happy contract farmer

been consistently scoring a Customer Satisfaction Index (CSI) of more than 80% for the past three years. For plastic division customers work completion certificates are asked from them for their feedback on our services. Any complaint lodged through this mechanism is given a unique number for redressal within JISL. Most of our overseas and domestic customers namely Knorr, British Telecom, Alcatel and Coca-Cola who sought to know of our effort towards sustainability aspects have been diligently briefed by us with proper information. Our customers are equipped with detailed product leaflets, users' manuals, installation guides, maintenance guides etc. Demonstration, training, and seminars for the customers as well as government agricultural extension officers is an integral part of our marketing communication.

### **Suppliers/Contractors**

Suppliers are a very important part of Jain Irrigation's value chain. Their key concerns include adequate return on investments, timely payments, continuously growing business and improvement in processes. Our suppliers in the onion processing business are mainly contract farmers and retail farmers. We work very closely with them and help them increase their profitability at every stage. We provide them with all the required inputs and comprehensive services through Jain Gram Sewaks. (J.G.S. are persons chosen from the local community and trained to promote awareness and seek participation from the village community.) We also support them for timely and easy credit availability. We buy back their produce at pre-determined prices to ensure minimum price guarantee and price stability over a period of time.

Suppliers from other lines of business are also engaged frequently. We regularly interact with them in the form of one to one or group discussions, site visits, questionnaires etc. While sourcing suppliers, we generally give preference to local suppliers provided they meet required quality norms. We endeavour to integrate environmental performance into our supplier



A few associates of the company at Jain Gurukul after 26th January flag hoisting

management process. We work towards collaboration with our suppliers to reduce the environmental impacts in our supply chain and promote responsible business practices.

### **Associates (Employees)**

Human Resource is the key resource for sustained growth of any organization. At Jain's we treat the employee as an 'Associate'. We realize the importance of the Associate's satisfaction and hence promote an 'open door policy' in the organization. Jain Irrigation follows a flat hierarchy system in which the top management is easily approachable. Associates can directly walk-in and raise their concerns, unlike in complex corporate vertical tier systems.

Our Grievance Redressal System ensures that all grievances are addressed in minimum time and provide maximum satisfaction. Other forms of associate engagements include regular associate trainings, meetings, workshops, seminars etc.

### **Community**

We have always been doing business with a social conscience. We believe that education, health, culture and environment are the pillars of a vital and vibrant society. Recognizing our social responsibility, we founded 'The Jain Foundation' as a Public Charitable Trust in 1982. The principal goals of the trust are: Advancement of education, Provision of medical relief, Furthering of rural development & environment, Undertaking R&D, Promoting sports, games & physical fitness and Initiating and supporting projects for the welfare of the society in general.

Jain Irrigation is seen as a responsible Company by the local community wherever we operate. People from the local community directly as well as through the community leaders intimate us about their needs which







Progressive farmer receiving Appasaheb Pawar memorial award instituted by Jain Irrigation

are then prioritized and appropriately catered to. A few of the numerous initiatives undertaken by the Jain Foundation include the setting up of a primary school and community hall at Wakod village, setting up of a medical dispensary, a junior college and a modern gymnasium at Jalgaon.

### **Shareholders, Investors & Providers of Capital**

We realize the need to gain and retain the trust of our existing and potential investors and shareholders for long-term financial sustainability. The engagement with this group of stakeholders is generally done through our finance department.

Apart from the statutory disclosure requirements, we put in our best efforts to communicate the latest updates about the performance of the Company. The routine disclosures by the Company include quarterly result updates, corporate governance report, investor queries, share holding pattern, latest share prices, annual report etc.

### **Government**

Jain Irrigation interacts with the government through filing of returns and disclosing all the relevant information as required by the statutory authorities. Jain Irrigation works with government institutions like BIS for preparing a standard on the use of plastic pipes, microirrigation systems and also for designing of irrigation systems. The Government Departments include - The Department of Irrigation, PWD and Water Supply of various state governments.

# Management Approach towards Economic Performance

## Policy

The Company's commitment in the area of economic performance is encapsulated in the 'Vision' of the Company, which is, 'Establish Leadership in whatever we do at home and abroad'. The aim of the Company is to be among the top three global players in each of its major business segments such as Micro Irrigation Systems and Agro-Processed Products. In



"The future of the world lies in the hands that work with nature."





More crop per drop®

addition to organic growth, the Company evaluates on a case-by-case basis potential acquisition targets that offer an opportunity to grow the business, offer new technology, additional production capacity and/or expand its capabilities or geographic reach.

The Company intends to pursue acquisitions that are related to its key strengths, are synergistic and in its assessment, have manageable integration risks. JISL also plans to enter into strategic partnerships with leading overseas manufacturers and distributors of similar products with coverage in markets where the Company is presently under-represented. JISL also aims to further extend the urban and commercial applications for its PVC Piping Systems, focusing on India's increasing need for housing, sewerage, water supply, telecommunications and other infrastructure. In case of fruit & vegetable processing, we plan to add vegetables other than onion to our portfolio.

### **Goal**

The goal of JISL is to 'Achieve continued growth through sustained innovation for total customer satisfaction and fair return to all other stakeholders. The objective will be met by producing quality products at optimum cost and marketing them at reasonable prices'

### **Performance**

Despite adverse global and local economic conditions and subdued agricultural growth in the country in the Rabi season, JISL could continue its growth momentum. We grew by 28% in revenue and 39% in EBITDA terms. Our leadership position across the businesses, improving financials, key ratios and promising business outlook have helped the Company to get improved credit rating. The Government now has the mandate and the opportunity to boldly move forward with its reforms agenda, creating in the process, an enabling climate for a faster and wider economic recovery. This augurs well for the Company to maintain its growth momentum.

### **Additional Contextual Information**

Please refer to the 'Board's Report and Management Discussion and Analysis' section of the Annual Report of the Company for a detailed discussion on the business environment, opportunities, key risks, challenges etc.

# A Glimpse of Our Economic Performance

## ASPECT : ECONOMIC PERFORMANCE

### Economic Value Generated

JISL has consistently delivered an impressive performance and this year was no exception. We have continuously maintained a healthy top-line growth and high earnings for our shareholders. The net sales on corporate basis increased by 29.72%, from Rs. 16,582 million last year to Rs. 21,509 million this year. This increase in revenues primarily reflected increased domestic sales of Micro Irrigation Systems, and Agro Processed products. Our total domestic revenue increased by 37.98% in fiscal 2009 to Rs. 16,623 million from Rs. 12,048 million in fiscal 2008. The revenues from exports increased by 7.76%, from Rs. 4,534 million in 2008 to Rs. 4,886 million in 2009. Export sales accounted for 22.72% of corporate sales in fiscal 2009 as compared to 27.30% in fiscal 2008.





(in Rs. millions)

Direct Economic Value Generated	FY 2006-07	FY 2007-08	FY 2008-09
Net Sales - Domestic	7956.93	12047.79	16623.52
Net Sales - Export	4059.82	4528.77	4780.94
Net Sales - Export Services	-	5.09	105.01
Net Sales - Domestic Services	22.57	27.56	22.16
Revenue from Export Incentives	68.13	128.89	279.97
Revenues from Sales of Assets	3.45	4.02	-
Revenue from Financial Investments	4.00	0.03	25.97
Other Operating Income	153.39	111.35	73.5
Other Non Operating Income - Forex	125.43	150.1	-
<b>Total</b>	<b>12393.71</b>	<b>17003.60</b>	<b>21911.07</b>

### Economic Value Distributed

**Employees :** We create thousands of jobs not just through direct employment, but also indirectly through suppliers, contractors and business partners. Employee costs & benefits increased by 23.10% from Rs.658 million in the previous year to Rs.810 million this year. The increase is mainly due to higher employee compensation expenses, commission to directors and new employment. During the year a total of 806 new associates joined the Company. Employee Cost as % of Net Sales is 3.77% in current year, as against 3.97% in the previous year, reflecting better fixed cost absorption.

**Fund Providers :** The net interest charges increased by 37.71% to Rs. 1,563 million as compared to Rs. 1,135 million in the previous year, mainly due to long-term loans raised for growth capex and increase in working capital utilization for growth.

**National Exchequer :** The Company is a responsible business entity and, therefore, fulfils all its obligations like corporate income tax and other taxes and duties such as excise, service tax, sales tax, customs etc. The details of the Company's contribution to the public exchequer appear in the table given below.

(in Rs. millions)

Direct Economic Value Distributed	FY 2006-07	FY 2007-08	FY 2008-09
Operating Costs Employee Wages & Benefits	10019.18	13135.55	16861.5
Salary & Wages	402.76	561.59	702.43
Benefits & Contribution	59.66	96.4	113.42
Payment to providers of Capital			
Finance Costs	655.84	1134.05	1562.64
Dividend	168.53	194.25	30.96
Payment to Government	76.39	82.16	45.24
Loss on sale of assets	-	-	12.87
Other non-operating loss - Forex	-	-	775.7
Community Investments			
Charity & Donations	2.19	1.62	0.5
<b>Total</b>	<b>11384.55</b>	<b>15205.62</b>	<b>20105.26</b>

**Shareholders :** An amount of Rs. 30.97 mn is payable on the Redeemable Preference Shares issued by the Company as per predetermined coupon rate and an amount of Rs.5.23 mn is payable as Dividend Distribution Tax on the said preference dividend. The Board of

Directors have recommended to the shareholders for declaration at the ensuing AGM a dividend of Rs.2.50 per share to the eligible shareholders. The said dividend is expected to result in a cash outgo of Rs. 188.29 mn while the outgo on the Dividend Distribution Tax on the said dividend works out to Rs.32 mn.

### **Employee Benefit Plans**

The Company has defined benefit plans for the employees. The implementation of Employees Stock Options and Shares Plan, 2005 (ESOP-2005) has continued during the year under review. Thus four lots are now issued to eligible employees including whole time directors, and key management personnel. No employee has been issued options entitling such persons to subscribe to more than 1% of Equity Share capital of the Company. Employees are also provided with many schemes such as accident insurance policy, mediclaim insurance, emergency medical help, family tours, rehabilitation of family in case of deceased associates, preference in service for associates' children, contribution by Company for own housing etc.

### **Climate Change Related Risks and Opportunities**

Climate change is undoubtedly one of the greatest threats our planet faces today. The adverse effects of climate change can be easily witnessed as depicted by the changes in weather patterns. One part of the country experiences floods due to extreme rainfall, while the other faces acute shortage of water. These weather patterns are completely new to the farmers and because of their very low level of technical knowhow pose a great danger to the Indian agriculture sector. In the wake of the imminent danger that climate change poses to the agricultural sector the role of JISL has become very significant. As the leading microirrigation technology provider we help the farmers reduce their water and energy consumption. We facilitate capacity building workshops to spread awareness and disseminate best practices on water and energy management in the agriculture sector.

Although, as per the fourth assessment report of IPCC (Intergovernmental Panel on Climate Change), there are no immediate risks to our business, we recognize the future potential of risks emanating from inaction towards climate change. Hence, we have been a forerunner in taking up voluntary climate change mitigation projects. JISL has voluntarily measured and reported its carbon footprint since last year. The carbon footprinting exercise has helped us to identify the climate change impact of our various manufacturing divisions. From next year onwards, we have also planned to respond to the Carbon Disclosure Project (CDP).

Climate Change has also unveiled a lot of opportunities for us. JISL is constantly exploring options of using alternative and renewable sources of energy to meet its energy requirements at the various operational locations. For example, we are experimenting the economic viability with a model Bio-Gas Plant with capacity of 1.71 MW. The solid waste generated at the plant's operation site will serve as feedstock for the bio-gas plant. The Company is also working to use wind energy at its Udumalpet plant in order to supplement the existing energy requirements. Besides this, JISL has also invested in solar energy through the manufacture of Solar Water Heating Systems, Solar Photovoltaic Panels and Solar Lighting Products as business activity. We have also installed them at our various campuses. JISL has replaced the



Demonstration of various solar products

conventional lighting systems wherever possible, with Solar Photovoltaic systems and is able to conserve a substantial amount of energy in the process.

The Company has also launched affordable solar powered irrigation pump sets which make the farmer self reliant, help the govt. conserve fossil fuel based power and help the environment by reduced CO<sub>2</sub> emission from thermal power stations. It is noteworthy that in India even today, 20% of the total power used in the agriculture sector is still based on fossil fuel like diesel oil. JISL is also exploring possibilities of generating Bio Diesel commercially from jatropha and other plants/crops that they cultivate on their farms. The opportunities identified under the Clean Development Mechanism (CDM) are detailed in a later section of this report.

### Financial Assistance from Government

The accrued export incentives and assistance under VKYU Scheme and Transport Assistance Scheme of GOI for our agro processed products division is as follows:

(in Rs. millions)

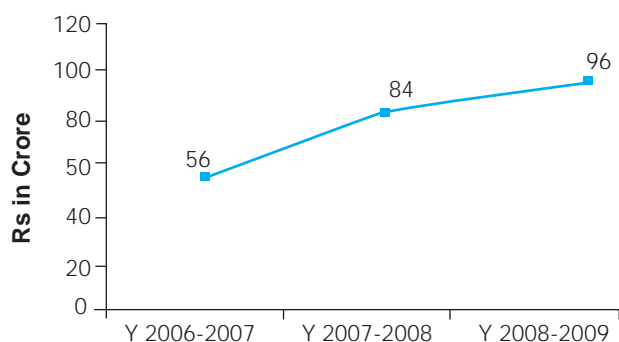
Financial Assistance	FY 2006-07	FY 2007-08	FY 2008-09
Export Incentives & Assistance	68.13	128.89	279.97

### ASPECT: MARKET PRESENCE

#### Locally Based Suppliers

JISL procures most of the material required for its products from suppliers within India. Suppliers are selected based on various criteria like technical requirements, material availability and costs. The value of material procured from local suppliers (Jalgaon) has increased continuously as shown in the figure:





### Local Hiring and Senior Management

We encourage local employment but the selection is based on multiple attributes like knowledge, experience, motivation, teamwork, soft skills etc. We recruit a quality workforce and try to retain them. The details are provided in the social part of this report.

### Regionwise Summary of Associates - 2009

Sr. No.	Region	Local	Non Local	% Local
1	Jalgaon all Operations	3647	467	89 %
2	Maharashtra Except Jalgaon Operation	202	37	85 %
3	Rest of India	337	417	45 %
	<b>Total</b>	<b>4186</b>	<b>918</b>	<b>82 %</b>

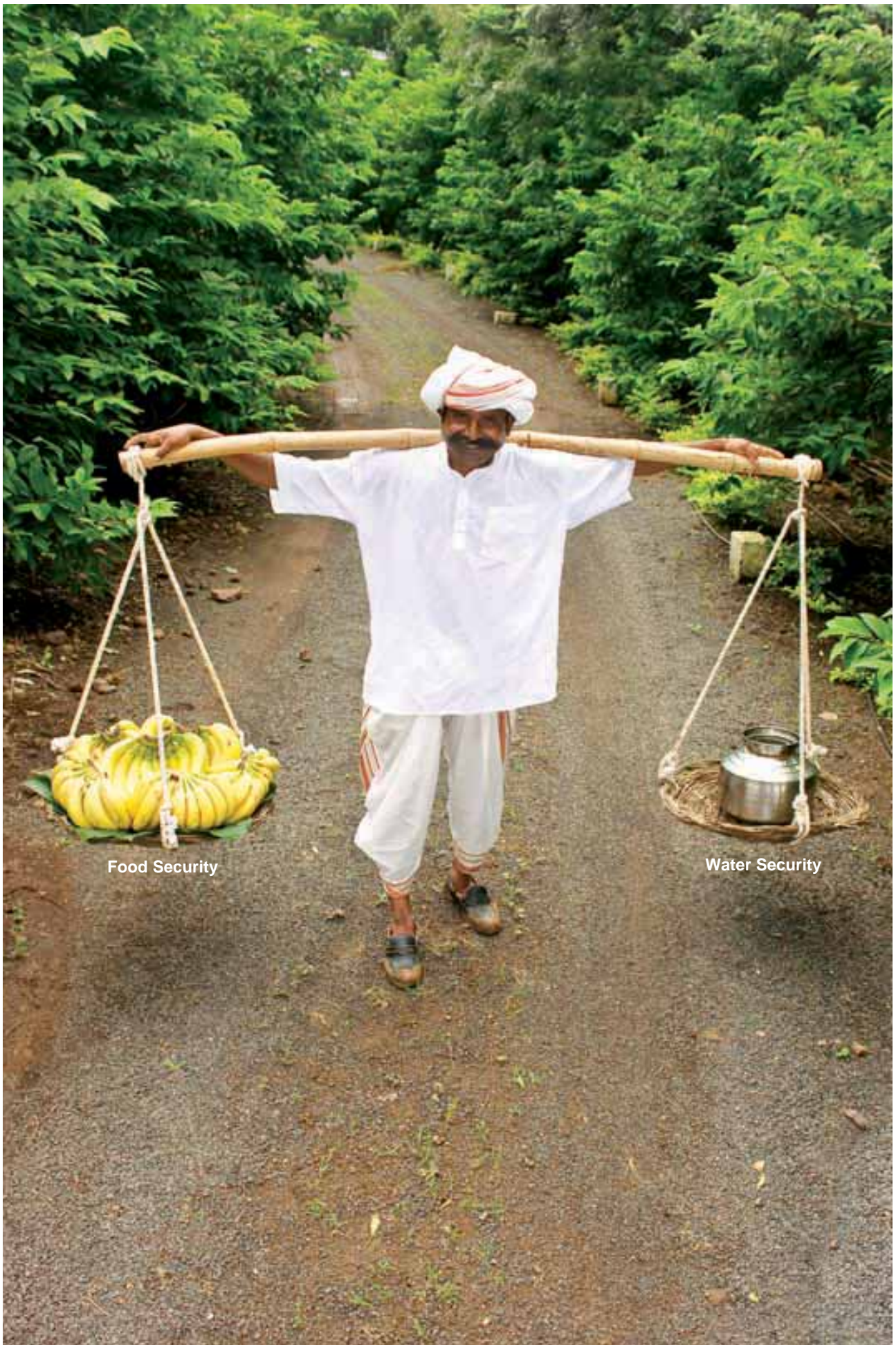
**Note :** Ref - Maharashtra state GR - 2008 / No. 93 / Industry - 6.

### ASPECT: INDIRECT ECONOMIC BENEFITS

Besides working on sustainability in the core business, JISL is working on various developmental activities within the community. JISL uses a part of its profits efficiently to seek social and economic change and give back to the people we are working with. Funds to initiate and execute such activities come from two sources: (a) 5% of the JISL profits are directed towards these activities, mostly through the Jain Foundation, (b) Family and Friends have also pooled their resources to form a number of trusts. More details on how the funds are spent are covered in the following table and even more details are given in the social performance part of the report. Most of the activities covered in ongoing financial year are not reported.

Details of Trusts	Establishment Year
Jain Charities	5th June, 1995
Gandhi Research Foundation	10th April, 2007
Kantabai Bhavarlal Family Knowledge Institute	23rd March, 2007
Samvedna Film Foundation	28th March, .2007
Bhavarlal and Kantabai Jain Multi Purpose Foundation	5th Sept., .2007
Anubhuti Scholarship Foundation	21st Sept., 2007
Bahinabai Chaudhari Memorial Trust	4th Feb., 2008

Jain Irrigation has spend over Rs. 50.6 lakh in 2007-2008 and Rs.2.75 crores in 2008-2009 for infrastructure development, pro-bono engagement, in-kind help etc. for society under the above trusts and foundations.



Striking the perfect balance between nature and development.



# Management Approach towards Environmental Performance

Our approach to environment is embodied in our mission - 'Leave the world better than we found it'. The same is being followed by all the business activities that are taken up by the Company. The four colours—yellow, green, blue and brown are the colours of nature and have been embodied in our logo. Our primary business strategy itself is to play a key role of a catalyst in providing value added, long lasting solutions through our products and services for water security, food security and energy security.

JISL's management is committed to, proactively addressing environmental, social, occupational, health and safety aspects associated with its operations. The Company has received several international and national awards for entrepreneurship, innovation and



Plantation efforts at our own farms



environmentally responsible initiatives. A Summary of the Company's achievement in the form of certificates for various divisions, that have done the Company proud, is provided overleaf.

JISL has employed, in-house, full-time qualified professionals, for overseeing of EHS aspects. We are in the process of constituting the Corporate Sustainability Cell to measure, monitor, improve and report our sustainability performance to all the key stakeholders. We continuously endeavour to enhance the competencies of our employees in the area of sustainable development. We encourage them to participate in various external forums at both national and international levels, in order to learn and implement the best global practices.

We religiously follow the 3-R—Reduce, Reuse and Recycle—policy throughout our manufacturing locations. We have set up in-house sewage treatment plants and vermi-composting facilities. We would continue to optimize utilization of the available resources, strive for energy conservation, control the emissions from our processing plants and keep the surroundings clean and green.



Shade houses for hardening of tissue culture banana saplings





Various certificates of Quality, Environment, Health, Human & Food Safety systems awarded to us

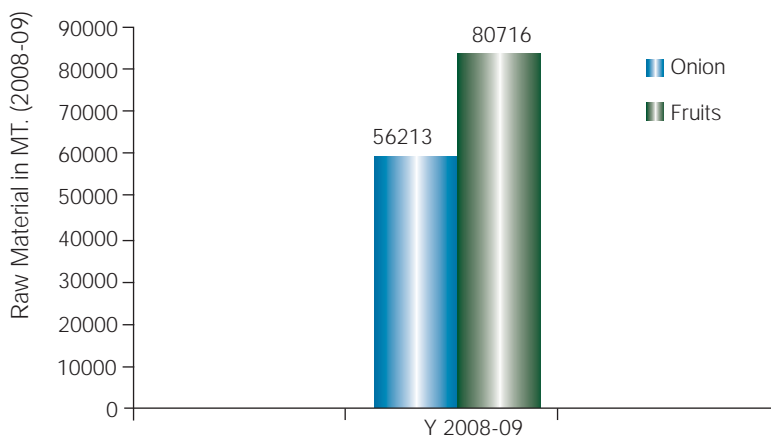
# A Glimpse of our Environmental Performance

## ASPECT : MATERIAL

### Raw Material Consumption

At Jain Irrigation, we always strive hard to optimize the use of raw materials through R&D efforts and continuous process improvements. Our mission is to maximize the value of material resources, especially the ones that are reclaimed, reused or recycled.

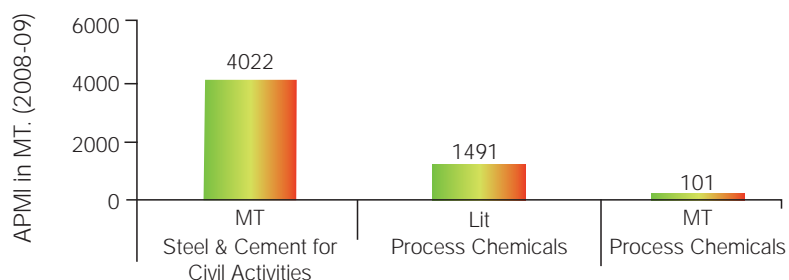
### Raw Material Consumed at our Food Processing Units



**Note :** The data for material consumption does not include : Materials consumed at our Energy and Agri Parks., Materials consumed for civil activities are limited to Food Park., Materials consumed for civil work include a huge number of materials, the individual consumption of which is very cumbersome (due to variation in units of measurement) and not very significant. Hence, we have chosen to report on cement and steel, which are the major contributors to total consumption of civil materials

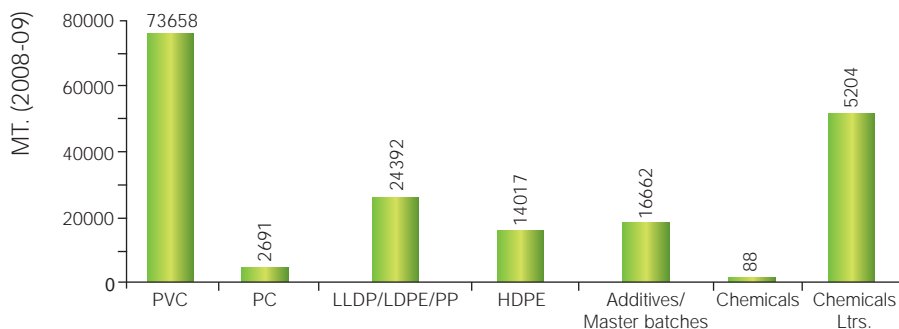
Quantitative description of various raw materials, associated materials, and packaging materials utilized by JISL in the reporting period has been depicted below. Overall consumption of various raw materials has primarily increased since last year mainly due to expansion of our business and resultant increase in production.

### Associated Process Material (APM)

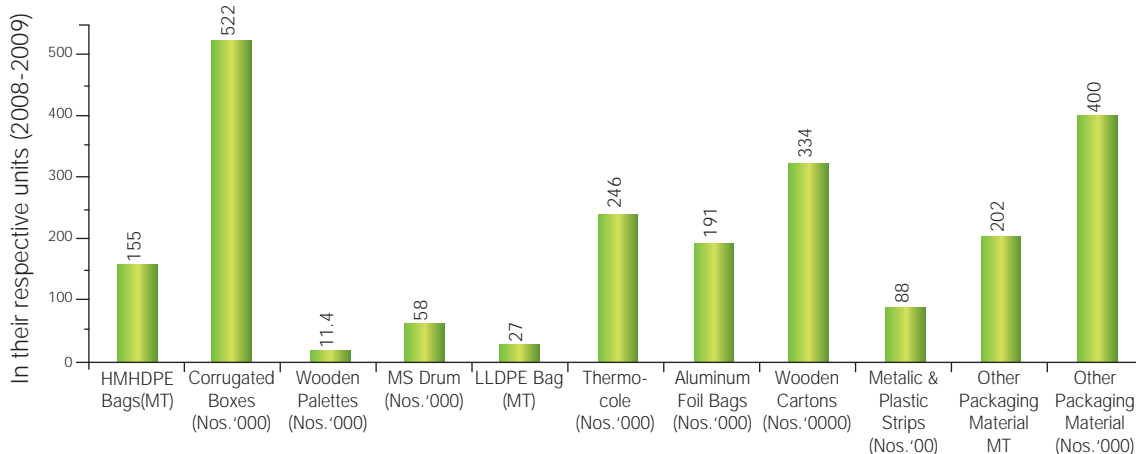




## Semi Manufactured Goods/Parts Consumed at our Units



## Packaging Material

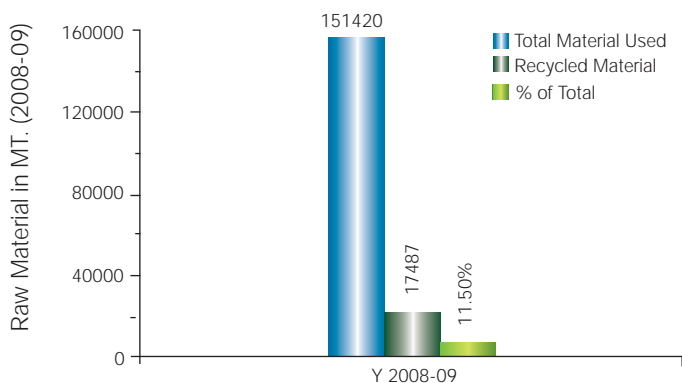


**Note :** At plastic park the packaging material is not that significant to be reclaimed. % of packaging material recovered mentioned in graph.

## Percentage of Material Recycled

We make maximum use of the resources through our recycling mechanisms. Over the years, the percentage of recycled material has increased in most of our manufacturing locations. The recycled material as a percentage of the total material used is shown below for three of our plastic manufacturing divisions. The graphs and tables given alongside represent the percentage of recycling done in the last three years for our Jalgaon plastic operations.

## Total Material Recycled



**Note :** 'Other packaging material' includes coconut and nylon rope, PVC bob tape, poly bags, film roll, bamboo and thermocol.

## ASPECT : WATER

Most parts of the world, especially many parts of India, are going to face a water crisis situation by 2050. Water scarcity is going to be the next global problem. Only 2.7% of water available on earth is fresh water and out of that only 4% is available in India, where almost 18% of the world's population lives. Water will be a critical factor in the entire world's sustainable growth, especially for a fast developing country like India. Thus, JISL has undertaken a number of unique initiatives to conserve, reduce, recycle and harvest water, at its facilities in Jalgaon and through the products it manufactures.

JISL reuses its effluents from its manufacturing units as all the water is repeatedly recycled and ultimately used for irrigating our huge plantation area. Serious efforts are made in all the manufacturing plants to recycle water through the most modern waste water treatment processes. The effluent concentration in terms of BOD (Biological Oxygen Demand) and COD (Chemical Oxygen Demand) is reduced much below the standards required for safe disposal of waste water and the resultant water is reused within the Company. The treated waste water is used in gardens for horticulture, and in the ornamental plantations at Jalgaon city.

Currently we do not have an accurate mechanism to monitor and capture the data related to waste water discharge. But we plan to put it in place from the next reporting cycle.

On a macro scale, JISL also helps in reducing the water problem of the country by providing water-efficient drip and sprinkler irrigation systems, which significantly reduces the required



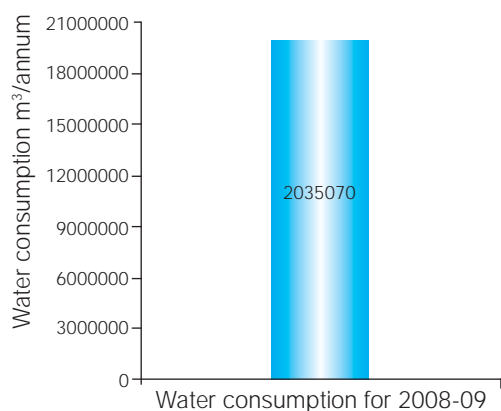
Micro Irrigation Systems in poly house



Rain water harvesting structure

quantity of water for irrigation. JISL has also installed unique rainwater harvesting structures at Jalgaon and we wish to become water neutral in the coming years. Thus, water withdrawn by JISL does not significantly affect any source of water.

### Corporate Water Footprint (2008-09)



**Note :** Water withdrawal is currently not monitored at our locations. Hence, the data for our water footprint includes water consumed at the locations. We plan to monitor water withdrawal from the next year. The data for water consumption does not include water consumed at Agri Park. For some of the pumps installed at our locations, monitoring was not done round the year due to shifting of pumps within the location in the reporting period. From next year, we plan to ensure 100% monitoring of water withdrawal at our locations. Data for water consumption does not include domestic water consumption at Plastic Park for some months, as monitoring of consumption was not done during these months due to expansion activities.

Finally, the PVC and PE pipes manufactured by JISL used for water transportation across India help prevent percolation and water loss as compared to the conventional water transport methods like channel and furrow and hence help save water. JISL has also done extensive research on the ways and means of using rainwater-harvesting techniques to convert barren land into lush green spaces.

### ASPECT: ENERGY

Planning for continuous improvements in our energy usage, process optimization measures, utilization of fruit waste for biogas generation, conducting periodic energy audits and benchmarking are some of the best practices we have employed to attain high energy efficiency at our plants. The chart given on the next page illustrates our direct energy consumption for the reporting period. Our operations are not very energy intensive and hence we do not have huge requirements of direct energy sources such as diesel, petrol, coal etc. Diesel burned in the DG sets is the main contributor to the direct energy consumption.

### Corporate Direct Energy Consumption

Jalgaon	Direct energy consumption	Diesel	GJ	51579
		LPG	GJ	5672
		Coal	GJ	567528
		Biogas	GJ	1115
		Acetylene	m <sup>3</sup>	6298
		FO	GJ	4697
	Indirect energy consumption	Grid Electricity	GJ	358602

**Note :** We do not monitor daily electricity consumption at Plastic Park. Hence, the data for electricity consumption includes consumption as per the electricity bills sent by the electricity distribution authority each month. Electricity consumption does not include consumption at our Energy Park and Food Park



We are using the waste generated at our facilities, mainly fruit and onion waste, to produce biogas which is further utilized to run our electricity generation sets. We are also experimenting with a model biogas plant with an initial capacity of 1.71 MW with plans to expand it to 25 MW, making the Jalgaon facilities self-sufficient in energy. The domestic sewage and process effluents including solid waste generated at the plants' operation site will serve as feedstock for the biogas plant.

The Company is using the latest Swiss and German technology to manufacture the range of MIS equipment, boosting the production capacity manifold, thus saving energy and time.

The indirect energy consumption for JISL is mainly from electricity purchased from the grid in the reporting period. JISL undertakes a lot of energy conservation initiatives every year. The various initiatives taken at different manufacturing units at Jalgaon are given below.

### **Plastic Park Energy Conservation**

Introduction of multi-cavity moulds has given sizeable conservation of electrical energy, along with enhanced productivity and optimum capacity utilization to the Company. Extension of AC drives application, and introduction of PLC controls in moulding machines has resulted in additional energy saving. Continued efforts at maintaining the power factor close to unity, has added its share of electrical energy conservation. We are considering all the efforts for energy saving, such as Power Factor maintenance, state of the art machinery, process improvement, waste control and reductions.

### **Agri Park Energy Conservation**

Jain Tissue Culture banana plants have increasing demand from the farmers because of uniformity in age and genetic purity of the plants that give two and half times more yield than the conventional planting material. Earlier the Company was selling banana plants in a few states of the country, where the planting season was restricted from June to October. The tissue culture laboratory was not utilized throughout the year because of the limited planting season and due to downtime we would lose man and machine hours. To utilize the facility cent per cent, the Company has extended the area of marketing in those states where planting seasons are different than above.

Our team of agronomists have also achieved great success by developing methods to plant banana round the year. This actually saved at least 30% energy because of continuous production in the tissue culture laboratory. This laboratory requires a huge amount of water for glassware washing, plant washing and maintenance of micro climatic conditions in the greenhouse. Our team of mechanical engineers and automation engineers have developed a semi automated glassware washing system for the laboratory that has helped save more than 40% water and energy. Similarly, automation has also been implemented in the greenhouses for maintaining micro climatic conditions that save more than 30% water and energy. Efforts are still on to further conserve water and energy by making the laboratory, greenhouse and shade house fully automated.

**Note :** Data for diesel consumption includes consumption for vehicles and equipment at Plastic Park which also ply outside the premises. The following calorific values have been taken for calculation of total direct energy consumption : Diesel – 43.33 GJ/ton (GRI guidelines), LPG – 47.31 GJ/ton (IPCC GHG Protocol), Coal – 26 GJ/ton (GRI guidelines), Biogas – 20 MJ/m<sup>3</sup> (tested value by our ETP department), FO – 40.4 GJ/ton (IPCC GHG Protocol) Currently, we do not monitor consumption of biogas in our processing units. For the purpose of reporting, biogas generation figures have been provided

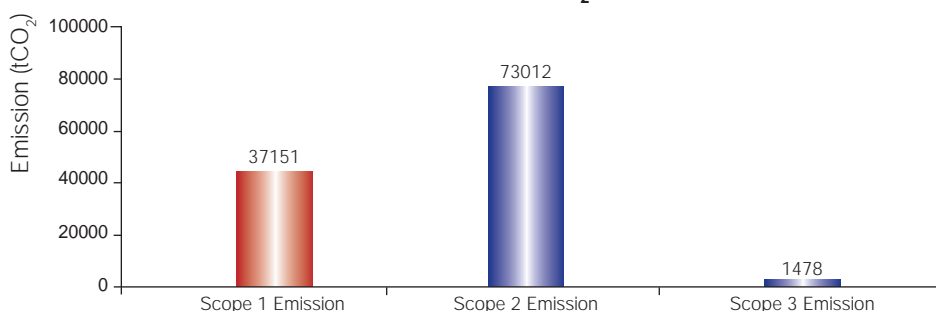
## Food Park Energy Conservation

Through installation of capacitors, the power factor has improved closer to unity. The measures adopted include switch from conventional lighting system to LED based lighting and Installation of Variable Frequency Drive for boiler fan. The fruit division has installed and commissioned a coal/bagasse based boiler, resulting in substantial savings in energy costs. While installing the coal/bagasse based boilers, due care has been taken to maximize efficiency and reduce pollution. The fruit unit has initiated a water conservation programme to reduce water consumption as also to recycle and reuse water.

## ASPECT: EMISSIONS, EFFLUENTS & WASTE

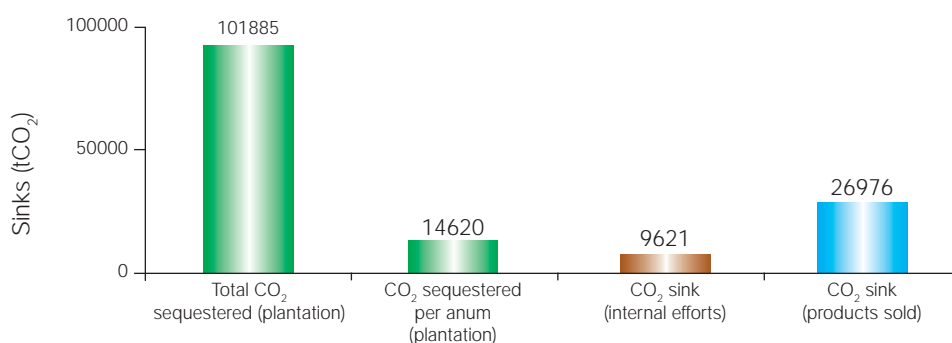
The last decade has seen increased climate related catastrophes and the global scientific community believes we are in danger of doing irreversible damage to our planet's atmosphere. The problem is a global one and the solution will also need to be a global one with the corporate world taking the initiative. We understand the need for urgent and decisive action against climate change, and hence have started to monitor our energy consumption and GHG emissions at every unit. We have used the widely accepted ISO 14064 guidelines to calculate our GHG footprint. The tables given below demonstrates our direct and indirect greenhouse gas emissions by weight (tonnes) in the reporting period.

### Scope 1, 2 & 3 Emissions in tonnes of tCO<sub>2</sub> eq.



**Note :** Scope 3 Emission includes only the emission due to associates commuting and business travel. The process of including the scope 3 emission due to freight transportation is under process and this will be reflected in the next report

### Sinks of tCO<sub>2</sub> eq. due to various efforts by JISL in Jalgaon



**Note :** Sinks of GHG in terms of tCO<sub>2</sub> is calculated only for plastic park and food park. The sinks of tCO<sub>2</sub> due to plantation efforts includes Jalgaon, Udumalpet and Wardha Farms.

**Table: List of CDM Projects Under Progress**

Project Type	
1	Energy savings due to drip Irrigation for banana plantation in Jalgaon District
2	Biomethanation cum power generation of 1.71 MW at energy park, Jalgaon
3	Fuel switch power project at Chittoor and Baroda food processing plants
4	Wind mill power project of 13.2 in Theni district, Tamil Nadu

JISL has taken a proactive stance in initiating climate change mitigation projects or 'captive green projects' like biogas from waste water treatment, afforestation, solar lighting and heating, vermi-composting, and usage of electric vehicles that have led to reduction in emissions of carbon dioxide equivalents.

### **Reducing the Use of Ozone-Depleting Substances —**

In 1987 through the Montreal Protocol, an international environmental agreement, initiated the worldwide phase-out of ozone-depleting CFCs (chlorofluorocarbons). These requirements were later modified, leading to the phase-out in 1996 of CFC production. In addition, a 1992 amendment to the Montreal Protocol established a schedule for the phase-out of HCFCs (hydro chlorofluorocarbons) in the developed nations. As per the existing Policy R-22 (HCFC-22), having lower Ozone Depleting Potential shall be phased out till 2040. During the reporting period, we have utilized 2.79 tons of HCFC-22 for our air conditioning plants at the colony and manufacturing site. As the Ozone Depleting Potential of HCFC-22 is 0.15, the effective ODS emissions from our operations were 0.013 tons during 2008-09.

### **Air Emissions: SO<sub>x</sub>, NO<sub>x</sub> etc.**

Mainly air emissions result from the vehicles going in and out of the factory and the emissions from the DG (Diesel Generating) sets. The emissions from our divisions are well below the permissible limits stipulated by the State Pollution Control Board. We also monitor emissions from the stack to ensure that solid particulate matter is not discharged into the atmosphere beyond permissible limits.

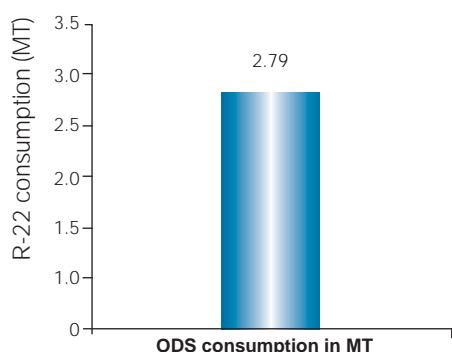
### **Corporate Emission for 2008-09**

Particular	Total Air Emmission in kg / yr			
	TPM	SO <sub>2</sub>	CO <sub>2</sub>	NO <sub>x</sub>
D.G. Set	2799	1454	5	3

**Note :** Monitoring of air emissions was not done for some stacks at our Food Park during the year 08-09. Data does not include air emissions for Energy Park and Agri Park. We plan to enhance monitoring of air quality at these locations.



## ODS Consumption for 2008-2009



## Waste

JISL affirms its commitment to continuously improving pollution reduction and waste management throughout its operations. The Company tries to ensure that the waste generated out of its units is recycled and has minimal environmental impact. All our food-processing plants have integrated effluent treatment systems. Efforts are made to use all the waste efficiently – for instance after the processing of pomegranate, seeds undergo multiple processes– first to extract cosmetic oil and then as an input to the biogas plant, organic manure or compost. After processing the remaining waste it is turned into a vermi-compost. Use of this fertilizer on the JISL afforestation projects completes the product life cycle. This involves the generation of hazardous as well as nonhazardous waste. Hazardous ETP sludge and other hazardous waste are disposed off through authorized entities in a secure landfill. JISL is close to managing the environmental impact of their operations in accordance with ISO 14001 certified Environment Management Systems (EMS). The tables given below represent the type, quantity and disposal method of various kinds of waste generated at our facilities.

## Hazardous Waste

Type of Waste	Unit	Qty.	Disposal Methods
Oil soaked cotton	Kg	990	Mumbai Waste Management Ltd.
Oil soaked filters	Kg	80	Mumbai Waste Management Ltd.
Oil soaked filters	No.	650	Mumbai Waste Management Ltd.
Empty containers of chemicals & paint	Kg	335	Mumbai Waste Management Ltd.
Used oil	Mt	25.35	Industrial Esters & Chemicals Pvt. Ltd
Lead Batteries	Mt	6.49	Swastik Industries
ETP Sludge	Mt	1.14	Mumbai Waste Management Ltd.
Lead Batteries	No.	88	Swastik Industries
Dry Ink Containers	Mt	2	Mumbai Waste Management Ltd.

## Non Hazardous Waste Disposal

Particular	Unit	Quantity
Skin, spoiled onion & vegetable	MT	2120
Fruit Peels and stones	MT	25
ETP Sludge	MT	4.9
Plastic scrap	MT	361
	No.	1309350
Metal waste	MT	1240
	No.	819
Paper and Board	MT	286

**Note :** Data does not include waste disposed at our Energy Park and Agri Park, and disposal of fruit pulp at Food Park.

## Significant Spills

There was no spillage inside or outside the Company premises during 2008-09. Further, we are not transporting, importing or exporting any hazardous waste internationally as specified under the Basel Convention.

## Compliance with Statutory Requirements

All statutory requirements pertaining to environment management have been identified as part of the Integrated Management System. JISL has all relevant permissions for establishing and operating the different plants in its premises. Regular monitoring ensures strict compliance with the statutory requirements. In 2008-09, no monetary or non-monetary fines or sanctions were imposed on the organization on account of any environmental issue.

## Percentage of Products Sold and their Packaging Material Reclaimed

We recognize that the disposal of products and packaging materials at the end of a use phase is a steadily growing environmental challenge. Establishing effective recycling and reuse systems to close product cycles can contribute significantly to increased material and resource efficiency as well as mitigate problems and costs related to disposal. JISL reclaims most of its packaging material in the fruit processing division from its customers. Other products sold by JISL have virtually no scope of reclaiming the product or its packaging and hence, no reclaiming is done in other areas of business.

## Products & Biodiversity

As far as our product range is concerned they are not impacting the biodiversity in any way. Our plastic products are mainly used in the irrigation sector and improve water productivity and sustains life from increased yield for the farming community. Our food processing industry sector generates waste which is actively used to produce biogas and compost. Neither are the locations of our manufacturing plants near any rich biodiversified area or access a high biodiversity protected area nor do our products hamper biodiversity in any way.



Vermicomposting of fruit processing waste reduces methane emission and produces invaluable organic manure for crops



Biogas based power plant construction in progress





Ecological restoration beyond the bio-capacity of barren land at Jain Hills, Jalgaon

### **Jain Watershed**

Jain Watershed is a wonderful creation of our founder Chairman, Bhavarlal H. Jain, who has put in several years of assiduous work to make the concept of drip irrigation successful in Indian agriculture. Without any model to emulate, JISL took the courageous step of demonstrating this concept on the barren lands near Shirsoli and Mohadi villages, 7 km south of Jalgaon in Maharashtra. Our training centre at Jain Hills overlooking this, remains witness to this success story. This step marked the successful establishment of the above mentioned Jain Watershed - an excellent demonstration of components of engineering and sustainable agriculture.

An area of the protected forest inside Jain Watershed is approximately 24 acres which has been created and preserved with all due care. There are no manufacturing operations at Jain Watershed. The various activities here include R&D on sustainable agriculture, tissue culture and experimental planting and propagation of various species of fruits and vegetables.

The area has been transformed from a barren hill to a green zone. Today, it has a lot of diversity of plants and associated fauna. It is evident from the adjoining areas that the efforts towards soil erosion control, water management and planning have had the desired effects for sustainable resource management. Jain Watershed has become an example for others to emulate and is frequently visited by many farmers, academicians, technocrats, bureaucrats, and policy makers not only from India but from all over the world. Among various sustainable practices, organic farming is a major component in our water management plan. This adds nutrition to the soil and the same is stored in the lakes at the bottom of hills when it carried there by water as eroded soil. Then, this soil is again used for filling the lands. This practise not only ensures water harvesting but restores the nutrient back to the soil. The floral diversity is also maintained in the plantation and thus this area is home to a variety of insects, birds, reptiles and animals.

#### **Profile of Visitors to Jain Hi-Tech Agri Institute**

<b>Type of Visitors</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>Total</b>
Farmers	9629	9042	5744	19118	6448	11386	17656	79023
Govt. Officials & Political leaders	533	991	1123	1794	2488	1023	1031	8983
Dealers	72	80	782	232	695	428	692	2981
Faculty / Staff	560	5379	3497	2730	5058	2563	4233	24020
Students	2198	1597	4839	8149	6275	7275	4153	34486
Special Business Invites	1180	3746	1233	1878	1774	1595	1424	12830
General Public	3442	11288	12462	7216	15752	5089	5779	61028
Overseas Visitors	99	185	131	171	254	368	343	1551
<b>Total</b>	<b>17713</b>	<b>32308</b>	<b>29811</b>	<b>41289</b>	<b>38744</b>	<b>29727</b>	<b>35311</b>	<b>224902</b>

#### **Biodiversity at Jain Hills, Jain Valley & Divine Park. Biodiversity Conservation**

Biodiversity is the range of variation in living organisms in a given area. It is a classification of the variety of life forms, and associated eco processes on the land (Wildcove & Samson 1987, Keystone Centre 1991). Biodiversity has to address a continuum of ecosystems, successional stages and (stand) condition of the landscape. Biodiversity is the variety of life at all levels, genetic, species and ecosystem levels. For convenience, it is studied on the basis of the number of species in an ecosystem. Rapid expansion of human activities across the earth and subsequent modification of natural systems into systems managed for human benefits, has led to the decrease in biodiversity at all levels and extinction of species. This has raised numerous concerns, including the possibility that the functioning and stability of earth's ecosystems might be threatened by this loss of biological diversity (Ehrlich and Ehrlich 1981, Schulze and Mooney 1993). Biodiversity has contributed in many ways to the development of human culture, in terms of goods as well as services.

#### **Concept behind Documentation of Biodiversity at Jain Hills**

Knowing the importance of biodiversity and its associated ecological processes, it was felt that proper documentation of Jain Hills and Valley has to be done. As a methodology it was decided to do 'Ecological assessment' during all seasons viz. monsoon, winter and summer to record the entire spectrum of diversity. An eco map of the whole area can be prepared

showing various features like streams, slopes, plateaus and its diversity, and ecologically sensitive areas. This report will serve as a first stage inventory of biodiversity in this area. It could also serve as a reference document for students, researchers, planners to know what kind of biodiversity such semi arid areas can ultimately have.

### Comment on Biodiversity at Jain Hills

Jalgaon being a part of semi arid area in Khandesh has a harsh climate, experiences high temperatures and has low rainfall. The land belongs to bio-geographic zone of Khandesh in Maharashtra, which is characterized by deciduous forests with dominant grasslands or savannas and extensive plains with shallow and wide valleys. Due to the dry climate, the hills and plateaus are less wooded and very barren. Vegetation can be described as dwarf, thorny and interspersed with grasslands. But due to years of intense human interference these areas are further degraded to only grasslands and scrub. Major areas are rocky with fractionated rock (murrum), growing inferior quality grasses and thorny vegetation. This was the case with Jain Hills and Valley.

But since much work is done for soil and water conservation along with plantation, the green cover has increased. Eighty per cent of the area is under some kind of plantation which includes horticulture, Neem and Teak. But biodiversity of these plantation areas is not much. Rest of the area has mainly shrubs like 'Rui' (*Calotropis giagentia*), 'Henkel' (*Gymnosporia montana*), 'Ber' (*Ziziphus nummularia*), 'Pandharphali' (*Fluggea and microphylla*) with inferior quality grasses. Some areas have trees like 'Khair' (*Acacia catechu*), 'Neem' (*Azadirecta indica*), 'Palas' (*Butea monosperma*), and 'Bartondi' (*Morinda pubescens*).

One patch of 24 acres is preserved as a natural forest. This particular patch is rich in diversity as compared to other areas. Some plants, which are locally rare, are found in this area like 'Bel' (*Aegle marmalos*), 'Kinhai' (*Albizia procera*), 'Anjan' (*Harwickia binata*), 'Bondara' (*Lagerstroemia parviflora*), 'Ain' (*Terminalia elliptica*), 'Beheda' (*Terminalia belirica*) etc. Large woody climbers of Combretum Albidum is a good indicator of better forest cover. This patch of 25 acres has a good micro climate for regeneration and also conservation of original native flora.

Also faunal diversity in this patch is significant. One herd of wild boar resides here permanently. Ecological value of this area is much higher due to the existence of a stream and being the catchment of a dam downstream. Biodiversity of this area as well as the entire area can be increased slowly with the help of restoration techniques. Some species that are in composition of dry deciduous forests can be re-introduced in some patches with better soil and moisture condition while degraded areas can have a year wise strategy to restore the original flora and fauna.



*Holarrhena pubescens* (Kuda)



*Lagerstroemia Parviflora* (Bondara)



*Calotropis gigantia* (Rui)



*Butea monosperma* (Palas)





Before



After

Jain Hills before and after ecological restoration and watershed management



A Peacock in the mango orchard

# Management Approach towards Social Performance

## Performance

Society is our major stakeholder and we owe our successes in this small town of Jalgoan to society in general and our associates in particular. We have taken a pro-active approach to issues of our stakeholders and the community at large.



Intercultural operations are also possible in drip irrigated field



A group of farmers - Our major customers, visiting Jain R&D farm



## Community and Associates

At JISL we have focused on health and education as the primary building blocks for broader and long term livelihood improvements in the community and for JISL associates.

At JISL we, have regular assessment programmes for our associates' training needs. We provide continuous opportunities for them to develop new skills and update their existing skills. We also conduct educational needs survey for our associate's children and provide adequate resources.



Anubhuti eye clinic

On the health front JISL endeavours to provide all the basic health facilities to associates and their families. We also work with the government and local bodies. We have established institutions like Mahavir Jain Hospital and Jain Eye Foundation for this purpose.

We continuously work to benchmark our internal HR practices. We offer avenues for professional development to all our associates. We also make them a part of the success of the organization and make them partners through our ESOP plan.

## Customers

At JISL, customers often visit and physically experience the plant operations. During their visit, they are shown every aspect of the Company's operations. Today JISL has become the one-stop-agri-shop for thousands of farmers worldwide. We realize that we are important stakeholders for our customers. We, therefore, work to make sure that our products make a real difference to their lives.



Use of Drip-tape for wheat crop.

## Products

JISL strives to develop and will continue to develop the more relevant products using today's cutting edge technology and deliver services and quality products which have positive social and economic impact for all our stakeholders.

## Proactive Action and Compliance

At JISL we are committed to abide by all applicable and relevant laws and will act beyond them to be a responsible corporation. We will continue to measure our performance on economic, social and environmental bottom lines and proactively act to maximize all with equal importance.



# A Glimpse of our Social Performance

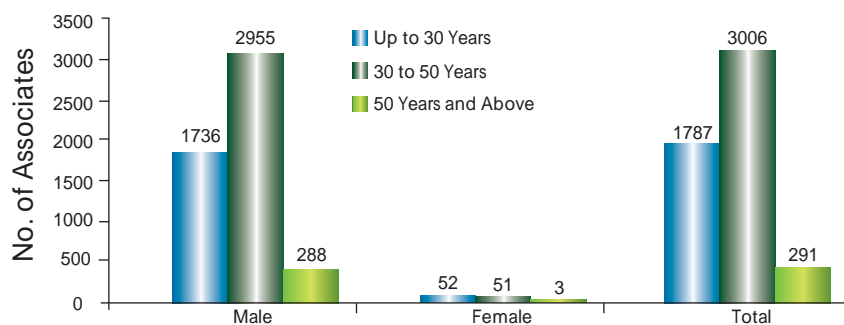
## Labour Practices & Decent Work

JISL recognizes the competitive advantage that human capital holds in the current knowledge based economy. Being in the manufacturing space, the Company has a significant workforce. Retaining and developing this workforce is a big challenge that the Company manages effectively. One of the several standards followed is the International Finance Corporation's Performance Standards-2 (PS-2), which ensures proper labour and working conditions. The relationships between the associates and the Company and with the contract staff is seamless.

## Employment

The Company is adopting various HR initiatives for overall associate development as well as for development of a sense of belonging amongst the associates. Some of the activities are directly related to the training of the associates for their individual development and some are related to development of this organization as a large family. We have provided maximum employment to the people in the locality and thus have been instrumental in making a marked difference in the well being of the region.

## Age Group and Gender Summary of Associates-2009



## Locationwise Summary and Category of Associates -2009



### Total Workforce as per Emploment Type & Basic Salary Ratio of Men to Women

Sr. No	Category of Associates	No.	Basic Salary Ratio (Men : Women)
1	Director to Vice President	31	1.04
2	Sr. Manager to Executive	627	0.98
3	Officers to Supervisor/Clerical	1638	1.00
4	Operator / Others	1666	1.06
5	Attendant / Helper	1123	1.00
<b>Total</b>		<b>5085</b>	<b>1.02*</b>

\* Weighted average of basic salary ratio

### Agewise Attrition Rate of JISL

Sr. No	Age Group (years)	Left in 2008-2009 (in no.)	Attrition rate
1	<30	334	6.6%
2	30-50	188	3.7%
3	>50	12	0.2%
<b>Total</b>			<b>10.5%</b>

**Note :** Total no. of associates in 2008-2009 were 5085

### Socio-economic Survey

The work of comprehensive socio-economic survey of each associate's household is conducted. The idea behind this is to assess the primary needs of each household and the priorities the family prefers to assign to those needs. The Company proposes to first attend to the educational needs of each household and then attend to their next priority i.e. housing.



An associate's son sponsored by JISL, training to be an engineer, is involved in designing a small motorbike running on a radial engine.

## Children's Education and Development

The Company not only takes care of the associate's family needs, but also encourages their children to take higher education by providing scholarships. It is the policy of the Company to award scholarships to the deserving students for their educational needs. The Company has already started the practice of providing educational scholarships to the children of associates on need and merit basis. The table alongside explains the assistance provided to the wards of Company associates.

Sr. No.	Particulars	Beneficiaries
Children Education and Development		
(a)	IQ and Aptitude Test	534
(b)	Coaching	75
(c)	Scholarship	172

## Welfare Measures

The Company conducted aptitude and Intelligence Quotient (IQ) tests for 534 children of our associates during the year for gauging their competence for higher education. The Company has arranged free coaching to the wards of associates belonging to 5th, 6th, 7th and 8th Classes. Subjects including Science, Maths and English are covered under the programme. Experienced teachers are retained and this activity is run by Potential Development Academy which is fully sponsored by Jain Charities.



Children of associates attending a potential development camp.

## Sense of Belonging

In order to develop a sense of belonging between the Company and the associates, the Company has announced an ESOP scheme. The shares of the Company are being allotted to all associates who are working with the Company. The number of shares allotted to everyone depends on his position as well as length of his association with the Company. In fact they are being made owners of the Company.

During the year, 1340 Jalgaon based associates also received 100 free shares each, of a local co-operative bank. This enables them to get financial assistance at concessional rates for all their needs.



Founder Chairman Bhavarlal H. Jain declaring ESOP to the associates



# Management Approach - Labour Practices and Decent Work

At JISL we strive to create required capabilities in the workforce and ensure organizational confidence and employee motivation that would enable the Company to face current challenges and seize future opportunities. We at JISL recognize that our employees are one of our most valued stakeholders and we try to make sure that we expend all efforts required to record their grievances and address them.

We at JISL follow the 'Aware, Care and Share' approach.

**Aware** - At JISL we conduct a comprehensive socio-economic survey of each associate's household. The idea behind this is to assess the primary needs of each household and the priorities the family prefers to assign to those needs.

**Care** - At JISL we have taken various initiatives for ensuring the welfare of the employees and their families.

- Scholarships for Associates' Children
- Open door policy for Associates for any grievances they have
- Ensuring safety at work by policies and equipment
- Free health check-up and medical facilities
- Continuous training for professional development

**Share** - In order to develop a sense of belonging between the Company and Associates, the Company has announced an ESOP scheme. The shares of the Company are being allotted to all associates who are working with the Company. We at JISL are committed to continue the good work we have done and make the workforce at JISL more competent, confident and committed.



Happy associate at his farm

# Labour Management / Relations

Our associates have so far not felt the need for a formal platform to address their demands and grievances through collective bargaining. The Company has an open door policy and any associate desiring to address his grievances is entertained. Minimum notice period regarding significant operational changes are conveyed 15 days in advance and is governed under the terms of employment. Company takes care to see that associates are engaged, coached and helped with regard to any significant operational changes.

## Occupational Health and Safety

### Accident Statistics at JISL

Year	Man hours lost due to injury	Man hours for First Aid care	Frequency Rating
FY 2008-09	10	121	1.0

**\*Note :** Frequency rate = Number of lost time injury per million man-hours worked

JISL places the highest value on the safety of the workforce. Policies for ensuring a safe working environment are in place at all facilities. Also latest safety equipment is provided at the workplace.

The Company has established an on site and off site emergency preparedness plan for identified emergencies. Our trained fire-fighters also help local authorities to control fire emergencies in neighbouring areas.

The Company has recruited a medical doctor and positioned male nurses at its Medical Inspection room for 24 hours service. The Company has organized health check-ups for all associates. Drinking water checks were conducted periodically to ensure safe drinking water to associates. Corrective actions are in place to control minor accidents / incidents.

At JISL we have Departmental Safety Committees. Fifty per cent of the committee members



Medical check-up of associates is a regular activity.



Health and safety demo at Plastic Park

are direct representatives of the workers. We have regular training and awareness sessions for associates and their families regarding incidence of occupational and non-occupational diseases and they are trained on preventing such incidences. We have established an Occupational Health Centre at the Jain Plastic Park and Anubhuti Clinic at Divine Park which is opposite the Food Park.

As a policy we have also initiated personal accident/mediclaim policies for all our associates. A complete pre-joining medical check-up is conducted on all associates. An annual health check-up of all the associates is done which includes

- Complete General Examination
- ECG
- Blood Investigation
- Eye Examination
- Cardiology consultancy
- ENT referral/Dental referral
- Homeopathy and Ayurvedic Consultancy

During medical check-up, considerable awareness is created among the associates regarding the importance of correct lifestyle, the importance of regular exercise and correct eating habits. The hazards of smoking, tobacco chewing and alcohol consumption are also explained besides the adverse effects of obesity are discussed and explained.

The General OPD attends to all medical emergencies and injuries sustained by the associates.

The clinics are open to Company associates, their family members and other patients.

All minor injuries and accidents are attended to in the clinic, and major accidents/medical emergencies are referred to the city specialists for further management. The Company ambulance is always available to ferry the emergency patients.

A complete follow-up of all patients is done till complete recovery.

An integrated approach of all therapies such as

- Allopathy
- Homeopathy
- Naturopathy
- Ayurveda
- Physiotherapy

is practised for the patients' benefit – all at no cost.

Activities planned in near future

- 1) A mass cataract camp for employees and their families.
- 2) Creating general awareness about chronic diseases such as diabetes, hypertension, asthma etc.
- 3) Health survey of children of nearby schools.
- 4) A Jaipur foot centre for the handicapped has been proposed.
- 5) A Nature Cure Centre has been proposed with all the latest facilities.
- 6) A Retina Centre, the only one in Jalgaon has also been planned in the near future, which will address all complicated eye diseases.



## Training & Education

Extensive talent development programmes are organised by JISL to ensure that their workforce is properly trained and remains up to date with the latest technology being used in the plants. Workshops are organised by in-house experts as well as visiting faculty throughout the year at Jain Gurukul (a Training and Extension Education Institute), which has been exclusively developed for this purpose.

### Training & Development Details from April 2008 to March 2009

Location and Training	In-house Faculties	
	No. of Prog.	No. of Associates
Plastic Park	210	2334
Training of Engineers	-	140
Agri Park	26	337
Food Park	78	2150
Orientations	05	205
<b>Total</b>		<b>5166</b>

**\*Note :** Total man hours of in-house training = 16720 hr.

In the present globalised environment, people are partners in progress and are the key to success. Human Resource Development function, therefore, is focusing on enhancing this intelligence capital. Efforts are directed at building leadership qualities, increasing synergy, developing associates and preparing a workforce for growth. The Company believes that training, coaching and exposure activities must be undertaken regularly for developing skills and broadening the horizons of the individual associate. This helps in realizing their latent potential. Job rotation is also one of the important tasks in that direction because it adds value to the person. Due importance is given to the development of the associates so as to synchronize the mutually beneficial relationship.



Training session for associates



Our associate in discussion with a foreign delegate at an exhibition in Germany

## External Faculties Training & Development Details for FY 2008 - 2009

Location	Training of Associates by External Faculties	
	No. of Prog.	No. of Associates
Plastic Park	2	4
Agri Park	7	13
Food Park	10	19
<b>Total</b>	<b>19</b>	<b>36</b>

**\*Note :** Total man hours of training by external faculty = 784 hr.

The Human Resources Department has the sole responsibility of training and development of the associates. This is done by planning the training for different categories of associates throughout the year and based on the needs of the situation. This is one of the important parts of the Quality Management System. The training programmes range from the technical and behavioural to the spiritual. Thus, the all round development of the

associate forms the important goal of HRD. Various types of in-house programmes were conducted this year related to behaviour management, stress management, interaction with renowned personalities as well as technical developments in various fields, yoga meditation etc.

The Company also regularly sends its associates for outside training, exhibitions, seminars, conferences and symposiums in India and abroad. Such training/exhibitions give them a good exposure to the external environment along with an insight into new developments in their fields. Thus, the HRD contributes to the Corporate People philosophy of nurturing genuine concern for multifaceted associate development and valuing the Emotional Quotient (EQ) over the Intelligence Quotient (IQ).

### Diversity and Equal Opportunity

We are an equal opportunity employer and do not discriminate on the basis of gender, race, colour, language, caste, religion or political opinion, national or social origin, property or birth or other status, in employee recruitment or compensation. The only criterion is merit. JISL is committed to gender equality and there is no distinction in any form in terms of remuneration or career progression based on sex, caste or religion. As far as the minority is concerned we have 8.5% of total associates from that community as per the 'Jus soli' - the rule of land.

The Board of Directors belongs to various backgrounds and experiences. The average age of the Board of Directors is 57 years. And this includes Mrs. Radhika Pareira the youngest Director on the Board.



The bull has carried the yoke of Indian agriculture for centuries. The Pola festival is a day of thanksgiving to him

# Management Approach - Human Rights

At JISL we take proper care to avoid infringement of Human Rights on the premises of JISL due to any activity related to the business of JISL.

- We do not screen investments and partnership decisions based on Human Rights, but we do take action if any infringement is brought to the notice of the management.
- JISL is an equal opportunity employer organization. All decisions regarding partnership, employment and promotion are made on merit. JISL does not discriminate on the basis of religion, caste, social status, region, nationality or sex
- JISL has identified areas of operations that are prone to employment of child labour but there has been no reported instance of the same. JISL does not employ or encourage child labour. At JISL each associate is screened for age and informed of the policies at JISL during induction.
- The associates at JISL have not felt the need of collective bargaining agreements. At JISL we have an open door policy. Associates are encouraged to approach the management with their grievances and suggestions.

The management at JISL would continue to be proactive when it comes to prevention of Human Rights violation in all and every aspect of operations at JISL.



Sowing in progress at a farm.



# Human Rights

## **Investment and Procurement Practices**

At JISL we do not currently explicitly include Human Rights clauses and screen investment decisions based on human rights. We do not have a formal structure at JISL on screening suppliers and contractors on the basis of human rights. JISL, however, makes full effort to make sure that if any discrepancy is brought to its notice, immediate steps are taken to address those issues including demand of a formal explanation irrespective of the formal arrangement with the party.

## **Nondiscrimination**

We are an equal opportunity employer and do not discriminate on the basis of gender, race, colour, language, caste, religion or political opinion, national or social origin, property or birth or other status in employee recruitment or compensation. There has been no reported incident at JISL of any such discrimination. Employees at JISL are encouraged and guided to develop a sense of camaraderie. Company has an open door policy and any associate desirous of reporting any such grievances is provided access to the top management.

## **Freedom of Association and Collective Bargaining**

Our associates have never felt the requirement for a formal platform to address their demands and grievances through collective bargaining. Company has an open door and pro-active policy and any associate desirous of addressing his grievances is entertained and is free to approach even the Chairman.

## **Child Labour**

JISL does not employ or encourage child labour. At JISL each associate is screened for age and informed of the policies at JISL during induction.

## **Forced and Compulsory Labour**

Operations identified as having significant risks of incidence of child labour are transport, construction and agricultural activities. There, however, has not been any reported incident and JISL is committed to making sure that none of its operations would ever directly or indirectly employ forced labour.

# Management Approach-Society

Management at JISL is committed to the betterment of society. Commitment towards society runs in the DNA of the Company. JISL has taken various initiatives to address its social commitments:

- Five per cent of JISL profits are directed towards these activities, of which most are conducted through the Jain Charitable Trust. Family and friends have also pooled resources to form a number of trusts.
- NABARD signed an MoU with JISL under “Village Development Program” and gave us the responsibility to develop 75 villages in Maharashtra.
- Working on the principle of Public-Private Partnership (PPP) in the village of Wakod, we strive to associate ourselves with the local administration to improve the quality of life and livelihood of the residents. There have been visible changes like the construction of a Public Health Centre (PHC), addition of a higher secondary wing to an existing school, creation of concrete roads and a permanent marketplace, and lining of streets with solar lamps.
- JISL supports various Primary and Secondary Schools, Junior and Senior Colleges. Anubhuti is an example of an experiential learning residential international school that has been created by JISL.
- JISL also supports various educational institutes like Gandhi Research Foundation.
- We cater to the better health of associates and the community through various initiatives most notable being the ‘Jain Eye Foundation’ and the ‘Mahavir Jain Hospital’.
- We also organize events and encourage sports through the Jain Sports Academy.
- We also organize cultural events for the community at different locations and times. One of the notable achievements on this front has been the setting up of ‘Bahinabai Memorial Trust’ in memory of a local poet. We at JISL would continue the good work that we have initiated to fulfil our social commitments through the current on-going activities and would partner with various stakeholders to expand the reach of new and on-going programmes.



An informal meet with farmers

# Society

## Community

Besides working on sustainability in the core business, JISL is working on various developmental activities for the betterment of the community. We are using a part of our profits efficiently to seek social and economic change and give back to the people we are working with.

Funds to initiate and execute such activities come from two sources:

5% of JISL profits are directed towards these activities, of which most are conducted through the Jain Charitable Trust. Family and friends have also pooled resources to form a number of trusts.

### **“Nabard and JISL Work Hand in Hand for Village Development”**

Since the last three decades the farming community has formed the backbone of JISL.

We have carved out a place in the hearts of farmers due to our sustained efforts to provide them with the right technology and training on water management, high tech agricultural practices and tissue-culture plants. All the agencies, both government and Non Government Organisations have watched our untiring efforts in changing the social and economic scene in villages. NABARD have also witnessed our capability to deliver for the cause of village development through our practical experience. So NABARD entrusted and signed an MoU with JISL under “Village Development Program” and gave us the responsibility to develop 75 villages in Maharashtra. JISL immediately began the work in 25 villages and has already completed the first phase of this project. In this phase the team of experts from JISL delivered the technology to these farmers. JISL trained 40 farmers in each village on the practical aspects of Microirrigation and farm management.

Discussion and visits in the selected villages by our JISL team with farmers along with DDM NABARD & NGO representatives in almost all villages revealed the problems that need immediate attention and the aspects which can change the livelihood of the farmers in the villages. We are: providing training to the farmers regarding conservation of soil and water through Nala bunding (creating new bunds and repairing the existing), farm ponds, recharging of wells, desilting the existing lakes/ponds, contour bunding, contour trenching etc. Also judicious use of existing water source through use of modern irrigation conveyance and microirrigation system, Use of high-tech agriculture, crop rotation, contract farming, cultivation of vegetable crops in shade net was stressed. Use of Solar Lantern, street lights, home lighting system were advocated. JISL is also involved in the village upliftment program through community bio-gas program etc. Exposure visits to our Agri R&D farm were organised and training was imparted to 40 selected farmers from each selected village. The role of JISL is limited to provision of technical advisory and training and this program is helping solve the real problems as NGO's and government institutions along with NABARD are implementing various schemes for village development.



## Rural Development

The Jain family traces their roots to the village, of Wakod. Working on the principle of Public-Private Partnership (PPP), they strive to associate themselves with the local administration to improve the quality of life and livelihood of the residents there in a collaborative process. Meetings are held amongst all the stakeholders – the local villagers, gram panchayat and JISL – to identify relevant development goals and a plan is drawn to achieve them. There have been visible changes like the construction of a Public Health Centre (PHC), addition of a higher secondary wing to an existing school, creation of concrete roads and a permanent marketplace, and lighting the streets with solar lamps.

Besides this, surveys have been carried out to understand the socio-economic profile of the village to help design initiatives beneficial to the community. Drives against alcoholism are being carried out on an on-going basis to educate the villagers and increase awareness about its negative ramifications.

## Education

JISL believes that education is a critical input in the human pursuit of progress. A review of various indicators of education, including access to schooling, enrolment, retention and percentage of children completing the education cycle, suggests that while there has been progress, significant challenges persist in ensuring quality education for all. With different initiatives in the field of education, JISL seeks to supplement the available resources for better results.



Wakod Village Council discussing local issues.



Drinking water facility to Wakod villagers



Bird's eye view of Wakod village



A school for the next generation at Wakod

### **Building Education Systems**

JISL has built institutional capacity through financial support to set up Primary and Secondary Schools, Junior and Senior Colleges. Anubhuti is a shining example of an experiential learning residential international school (see separate case study). The Company has also provided support to improve the infrastructure at schools and hostels in several communities. JISL has created a 'Potential Development Academy Trust' which helps spot talent at the high school level and encourages them to appear in the state and national level competitive exams. The content of education is the second focus area for JISL including book publications. Books, however, cannot provide the entire world of information and hence the Company organizes science & technology exhibitions, maths competitions, literary seminars, and educational camps. JISL has also provided technical support through teacher trainings, and has distributed educational material and equipment including uniforms, text books and notebooks, computers, sports material, and made available mobile science laboratories for schools. Considering students as the centre of all educational initiatives, JISL also provides direct financial assistance to students and teachers aspiring for higher studies and participation in events / conferences / study-seminars etc. JISL also provides support to (differently-abled) students and their schools and thus facilitates equal opportunities.

The Company also promotes screening and production of short and regular duration feature films on social and cultural issues being currently faced by the society e.g. village development, health and social education against foeticide.



Paved roads and stormwater gutters at Wakod



Solar lighting in the streets of Wakod

## Awards Instituted by Jain Irrigation Systems Ltd., in different fields

• Jain INCID Micro Irrigation Award	Micro Irrigation
• Jain INCID Agri Irrigation Award	Agri & Irrigation
• Padmashri Late Dr. Appasaheb Pawar Modern Agri Hi-Tech Award.	Hi-Tech Agri.
• Best Banana Producer Award	Banana Yield
• Banana Lifetime Achievement Award	Lifetime Work on Banana
• Gaurabai Hi-tech Banana Award	Hi-Tech Banana
• Jain Nedungadu Agri Engg. Award	Soil Conservation
• Water Conservation Development Award	Water Conservation
• Jamnaben Social Work Award	Gandhian Philosophy
• Godawari Drawing and Sculpture Award	Fine Art
• Rural Poetess Bahinabai Award	Rural Poetry
• Nature Poet Balkavi Thombre Award	New Generation Poet
• Rural Poet Mahanor Award	Rural Literature
• Hiralalji Jain Talent Award	Educational
• 18 Gold medals in various graduate & post graduate studies in NMU	Educational
• Natwarya Lotubhau Patil Award	Drama

Approx. outlay till today Rs. 2.5 crore. Projected expenses Rs. 10 lach / year

## Supporting Educational Institutions

JISL is also setting up The Gandhi Research Foundation at their own campus in Jalgaon. This initiative is driven by the strong belief in the Gandhian philosophy and the desire to promote it.

Various activities undertaken include:

- Initiating research in Gandhian philosophy, rural development programmes
- Supporting diploma and degree courses on Gandhian values (to fill the gap in ensuring quality and diversity of courses available at the college level)
- Setting up the library
- Gandhi Darshan Exhibition
- Setting up a museum and archives of photographs, handwritten scripts, copies of letters written by and to Mahatma Gandhi

## Anubhuti : The Experiential Residential International Academy

Located 50 kms away from the World Heritage Site of Ajanta Caves, Anubhuti epitomizes heritage, education, and a global vision. It is the dream of JISL's founder and Chairman Mr. B. H. Jain to engender social alignment and environmental consciousness into young people, creating individuals charged with entrepreneurial spirit and a global outlook.

Anubhuti provides a holistic education to the children, helping them learn critical skills and work on real-world projects. There is a wide array of extra and co-curricular activities, which keeps the children active and healthy. JISL also supports some children with financial assistance and scholarships. At the core of the plush green premises of over 100 acres is a pool of young, enthusiastic educators.

The backbone of the school is the environment friendly premises, using solar and bio power to meet several domestic needs. Recycling forms a significant component for conservation and sustainability in the campus. Anubhuti was awarded the Second Best Green School in new entry category in India by Center for Science and Environment, New Delhi. Academically, Anubhuti houses experimental sites and research facilities. Finally, in typical JISL style, the campus houses numerous plantations that are live examples of wasteland reclamation, watershed planning, and microirrigation.





Anubhuti School receiving Green School Award



Inauguration of Gandhi Research Foundation



Gandhi Research Foundation's Library



"Anubhuti" the experiential learning school at the foothills of Divine Park

## Health

Health is another key objective for JISL. We believe that access to health facilities at optimal costs is a basic requirement of any individual and lack of health care largely impacts the poor. Through support to charitable hospitals and foundations, JISL seeks to fulfil this objective and positively contribute to the physical well-being of individuals. JISL's institutional work on health includes:

- Jain Eye Foundation which seeks to develop a specialized eye care hospital for Jalgaon, in partnership with Shri Ganapati Netralaya, Jalna. The foundation has started on an OPD basis with an average of daily visits by 35 patients.
- Mahavir Jain Hospital is an initiative to make available basic health care to low income families at subsidized rates at two locations in the city.

JISL has contributed to several other health related initiatives. We have arranged speciality and general medical camps and also seminars about traditional medical disciplines such as Naturopathy, Ayurveda and Homeopathy. The Company regularly donates calipers and tricycles to differently-abled people as well as provides financial assistance for medical treatment. The Company also gives donations to voluntary charitable trust-run hospitals for purchase of equipment as well as for treatment.

## Jain Sports Academy

JISL believes that for the overall development of a child, it is important to include sports in their daily activities. We reinforce the government sports policy that says "sports and physical education are essential components of human resource development, helping to promote good health, comradeship and a spirit of friendly competition, which, in turn, has a positive impact on the overall development of personality of the youth". The Company, through a planned and structured effort, also seeks to support budding athletes in their pursuit to achieve national and international accolades. In the past, JISL and their affiliated charities have built gymnasias and playgrounds. On an ongoing basis, we conduct coaching classes and courses on health education. JISL is also known for conducting and sponsoring training camps for boys and girls as well as organizing competitions in almost all the indoor-outdoor,



A patient being attended by the Anubhuti clinic doctor



National wrestling competition at Jalgaon



The 'Bounce Ball' team, before departure for Thailand



National level Tug of War competition for girls





An associate's differently - abled son, sponsored by JISL, won the Gold Medal at the 4x100 relay event at the Beijing Paralympic



Jain Sports Academy sponsored a friendly cricket match with the visiting South African team





The 'Singhgad Suprimos' franchise owned by JISL to promote state level cricket in rural Maharashtra

national and international games. Finally, the Company has sponsored talented athletes from various fields and prepared them for State and National level tournaments in Chess, Cycling, Swimming, Badminton, Cricket, and Rifle Shooting. This include's individual and team events.

### Local Community Events

JISL has been supporting local cultural events frequently at different locations. We believe that such events help to bind the Company to the social fabric of the local community. The Company identifies and receives requests for sponsoring events and artists from the community. Some important cultural events, dramas, orchestras, folk dances, singing and dancing competitions, Kavi Sammelans (poetry recitations) etc are organised, on various occasions. JISL also provides financial assistance to the artists through these events. We have arranged plays like 'Rashtra ka hunkar', 'Jago Hindustani', 'Janata Raja', focusing on social issues. We have supported feature films on issues such as the girl child, farmer suicide, and family planning.



A play on social issues at Jalgaon



Internationally acclaimed Kathak exponent Birju Maharaj at a performance in Jalgaon



The marathi poet Ms.Kavita Mahajan being awarded a trophy by the eminent poet N.D. Mahanor

### **Bahinabai Memorial Trust**

Bahinabai is known as “Khandesh Kanya”. She was not educated but on her poems and literature many have obtained doctorates and degrees. The setting up of the Bahinabai Memorial Trust has been completed. Padmashri N.D. Mahanor, Shri. Atul Jain and Sau. Jyoti Ashok Jain are actively involved with this Trust.



### **Corruption**

The Company does not analyse individual business units for the risk related to corruption. Adhering to the strong set of values and guiding principles that drive working at JISL, dealings are conducted in a professional and ethical manner. The Company does not have any anti-corruption policy but associates and the management are encouraged to conduct all dealings in an ethical manner. The Company has an open door policy regarding reporting unethical behaviour and the stakeholders are encouraged to report any such incidence. There has been no incident of any violation in the current financial year

### **Public Policy**

JISL adheres to the public policies which are in place. We are part of India Water Partnership, BIS, Maratha Chambers of Commerce and Industries, FICCI, CII, MahaDrip, and ASOCHAM. The Company does not associate itself with any particular political party. This is reflected by the fact that no financial or in-kind contributions are made to any political parties, politicians or related institutions.

### **Compliance**

JISL adheres to all applicable laws and there have been no monetary fines and sanctions levied against the Company during this year.

# Management Approach - Product Responsibility

Jain Irrigation Systems Ltd. has designed its products around the concept of conservation of precious natural resources. At JISL we make sure that we abide by all the protocols related to Customer Health and Safety, Product and Service Labelling, Marketing Communications, Customer Privacy, Compliance etc.

- Our pursuit for product quality is incomparable. All our plastic pipe divisions have received ISO accreditations while the food processing plants have received accreditations befitting the highest stringent quality norms namely ISO 22000 : 2005 FSMS and BRC Global standard food certification by ISACERT, ISO 14000, OSHAS 18001, Kosher, SGF etc.
- All our products are quality marked.
- Our plastic products and natural resource conservation customers are equipped with detailed product leaflets, user manuals, installation guides, maintenance guides etc.
- We give a warranty against manufacturing defects of our products. There is a set system and procedure for redressing product or service complaints, if any. A team for this is in place. If there is any genuine defect, we replace the product.
- The new products are thoroughly tested not only in the laboratory, but also in our agricultural demonstration and research plots for safety before launching them.
- All our plastic products can be recycled. We buy back the materials for recycling if the customers are willing to sell it to us.
- Statutory declarations as per Indian and International Standards as applicable and Weights & Measures Act are printed on the products and their packaging.

JISL is committed to maintain the quality of products, eliminate any negative impact our products could have on customers, maintain transparency through proper tests and disclosures, and provide best after-sales services. Our success is the testimony to our customers' satisfaction and we are sure we will continue to deliver on the high benchmarks we have set for ourselves.





# Product Responsibility

Jain Irrigation Systems Ltd. has designed its products around the concept of conservation of precious natural resources. All the products at Plastic Park can be broadly categorized under three product groups viz.

1. Thermoplastic Pipes & Fittings : Play a very vital role in conservation of water and proper water management and they also conserve energy (minimum 10 to 25%) used in pumping.
2. Micro Irrigation Systems : Have brought in a Green Revolution in the country and the whole world. These products not only achieve conservation of water to the extent of about 50% as compared to conventional irrigation systems, but also result in increase in yield to the extent of 30 to 200%. Use of these products also achieves conservation of fertilizers, labour and soil quality structure.
3. PVC Sheets & Boards : Replace wood and ply-wood in the building construction, advertising and furniture industry which directly helps in forest conservation.

The basic component in all the above products is plastic i.e. PVC and Polyethylene, which perform very efficiently providing their benefits to mankind for a very long time. These products do not have any effect on the surrounding environment and are easily recyclable. There are many recyclers in the unorganized and organized sector, who convert the processed rejection of PVC & PE pipes and tubes and their fittings. This helps to keep the environment clean.

Our Micro Irrigation & Plastic Piping products are offered as a system, tailor-made for each individual customer's need. What is more, we offer it with 'total irrigation and water



PVC foam sheets



Various PVC pipes



PVC pipe for irrigation water supply



Sprinkler installed on shiftable HDPE pipe



Complete product range from Jain Irrigation

management solutions'; complete with the hardware and software to get the utmost benefit out of the products. This policy has given us a vast pool of satisfied customers. In designing the microirrigation and piping systems, we take into account a myriad of micro and macro factors like the crop, soil, water source and quality of water, availability of electricity, climatic conditions, and a host of other such factors.

Assesments of the customer's field is done and most optimum solution is provided to him based on his requirement and his budget.

The advisory services start from the pre-sale interaction with the prospective buyer to assess his needs, recommend the right products to best suit the buyer's needs, prepare and submit the optimized design to the customer, help in the successful installation and commissioning. Also to regular after-sales servicing, operation and maintenance of the system, training etc. In all, we constructively intervene at all stages during the purchase and product usage to ensure proper, safe, and successful use of the system supplied by us. This is very crucial for us because the concept and use of microirrigation and plastic piping being relatively new, one success story breeds multiple new customers and so, this policy is ingrained in our activities and it helps in spreading the message of conserving the natural resources and being in tune with nature.



Anola (Indian Goosberry) on drip irrigation systems



Arecanut on drip irrigation system

At the manufacturing stage, we maintain stringent quality control in our state-of-the-art manufacturing facilities. The Plastic Park is ISO 9001:2008, ISO:14001: 2004 and OHSAS:18001:2007 certified. Similarly, the food processing facilities are certified for GMA-SAFE, BRC, KOSHER, ISO: 22000, ISO: 14001:2004 and OHSAS: 18001:2007. Our manufacturing facilities in Jalgaon are validated by customers from all over the world and throughout the manufacturing facilities we implement good housekeeping, strict hygiene practices, good manufacturing practices, environment, occupational health and safety practices to ensure the welfare of all the associates and the community.

All our products are quality marked. The desire to deliver best quality products has prompted us to manufacture almost all the components of the water management system in-house, at our own manufacturing units where we can subject them to strict quality checks. Our outsourcing is almost zero, in an industry where outsourcing is widespread. Thus we can have close control on all activities and their impact on the environment.

Our plastic product customers are equipped with detailed product leaflets, user manuals, installation guides, maintenance guides etc. Demonstration, training, and seminars for the customers as well as govt. agricultural extension officers are integral parts of our marketing communication. Training our huge field force and our dealers, who work as our extended arm in reaching out to our customers, is a continuous process.

We give a warranty covering manufacturing defects of our products. There is a set system and procedure for redressing product or service complaints, if any. A team for this is in place. If there is any defect, we replace the products. The plastic sheet division follows similar systems to ensure environment protection. The manufactured products are mostly exported to the developed countries and are sold through an organized network of our associate distribution companies and warehouses.

Needless to mention, through adoption of microirrigation, plastic piping and plastic sheets and boards along with high-tech controlled and precision agriculture, tissue culture our organization is playing a major role in impacting priority sectors in our country and abroad. Thus, we feel that we are making a tremendous contribution to the society by creating an infrastructure that conserves precious natural resources, promotes productivity which in turn alleviates poverty.



Grape on drip irrigation system





A fire drill at JISL

### **Health & Safety Impact of Products & Services**

Following steps are taken by JISL for customer health and safety:

- Development of products meeting the customers' health and safety norms
- The new products are thoroughly tested not only in the laboratory but, also in our agricultural demonstration and research plots for safety before launching them.
- Products manufactured strictly adhering to ISI standards as well as the standards abroad as per customer's requirement. Almost all our products are ISI marked wherever the ISI standard is available.
- All business units viz. Micro Irrigation, PVC & Polyethylene Pipes and PVC & Polycarbonate sheets and boards are ISO: 9001 certified. The manufacturing plant too is ISO 14001 certified.
- Fullfledged safety department in the factory manned by safety professionals.
- Safety measures, procedures, and audit.
- The plastic components of microirrigation system (MIS) pose no risk to human health and safety.
- The plastic pipes, sheets and boards also pose no safety threat to the users as well as to the environment during their lifetime which is 50 years or more. They are inert and have no adverse effect on living beings and the surrounding environment.
- The users are educated on the aspect of safety in use of the products through:
  - Product literature / catalogues.
  - Installation guides.
  - Maintenance manuals.
  - Training.
- Dedicated department and set procedures to redress product malfunctioning, if any.

- The above mentioned points hold good for all our products.
- Product Information and Labelling.
- Statutory declarations as per Indian and International Standards as applicable and Weights & Measures Act are printed on the products and their packing.

### **Product Labelling & Marketing Communication**

- As mentioned earlier, we provide complete tailor-made micro irrigation systems and products like greenhouse and tissue culture plants for high-tech agriculture. We give 'total agricultural solution' based on these products and this package in a real sense is the product offered by us.
- Similarly, in plastic pipes, we offer 'total piping solutions'. The details of the products and their applications are communicated through the following:
  - a. Product literature / catalogues.
  - b. Crop folders – giving details of cultivation of the crops with microirrigation.
  - c. Demonstration.
  - d. Training and seminars.
  - e. Video films.

We make a layout with installation of all our products on demonstration plots in villages, public and private research stations, and our own research plots etc. Through this we educate the farmers on the products and controlled agriculture with microirrigation technology.

Appropriate labels are put on the products wherever possible and as applicable. These labels include information on product specification, quantity, handling precautions and safety disposal instructions as applicable. Similar information is also included in the various publications of our Company.

### **Now Indian Farmers Will be Certified as “Jain GAP” Farmers!**

We decided to develop “JAIN GAP (Good Agricultural Practices)” standard based on diagnostics carried out by IFC & JISL team in July 2008. It was necessary to develop this standard in order to improve the conditions at farms, record keeping, health, sanitation, worker welfare, plant protection appliances/health hazards, environment protection, sustainable agriculture and resource development & management. Thus it is a stepping stone towards GLOBAL GAP. In Indian agriculture, involving high value and low volume products, which is done by small and marginal farmers it is not possible to go directly for GLOBAL GAP. Thus IFC has joined hands with JAIN IRRIGATION to up-thrust the supply chain.

Thus in this programme, training will be provided to all those farmers who will be suppliers to JAINS considering the key aspects of Good Agricultural Practices (GAP). They will be trained under the aegis of the intermediate standard which is called “JAINGAP”. And the farmers will be audited and then they will be certified as “JAINGAP farmer”. The key aspects include maintaining the traceability, analysis of soil and water, overall environmental protections, worker's health, hygiene and welfare. Here wildlife and biodiversity conservation is taken into consideration. And most important is productivity enhancement of the farmer's field. All records will be kept and maintained by farmers.

Communication to the farmers is done through suitable channels like:

- 1) Village level campaigns. In order to access the farmers in interior places, we carry out



Mr. Ajit Jain welcoming guests at an international exhibition held in Tel-Aviv

systematic village to village campaign by our agri experts where farmers are given briefings on microirrigation and High-tech agriculture., 2) Radio., 3) Wall paintings and hoardings., 4) Video films., 5) One to one communication by visiting field engineers and agronomists., 6) Exhibitions., 7) Training of the farmers, government agricultural extension officers, NGOs, dealers' sales staff etc. We conduct regular training throughout the country on cultivation of locally important crops with microirrigation and greenhouse technology. Besides, we have a huge residential training centre at our High Tech Agri Institute at Jalgaon, dedicated for the purpose of research and training in high tech agriculture. Marketing communication for our customers of piping system and PC sheets are done through conventional media like newspapers, trade journals and magazines, Seminars, and exhibitions etc. We hire INS accredited advertising agencies, which adhere to the norms laid by the Advertising Standards Council of India (ASCI).



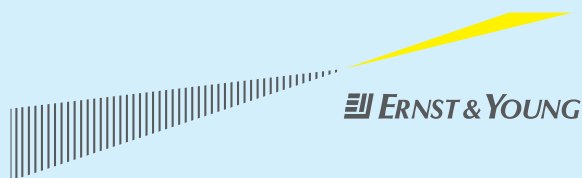
Plast-India exhibition - Feb. 2009

## Compliance

The Company has well established procedures, systems, and feedback mechanisms to ensure adherence to statutory norms as well as the code the Company has chosen to follow voluntarily. This encompasses all of our activities. We have no cases of noncompliance with any of the applicable laws. We are compliant with all the statutory and legal requirements. Regulatory authorities are free to verify the compliance through visits and sample collections from the facilities. There have been no complaints regarding breaches of customer privacy and losses of private data.



# Independent Assurance Statement



Ernst & Young Pvt. Ltd.  
5th floor, Block B 2,  
Nirlon Knowledge Park,  
Off. Western Express Highway,  
Goregaon (E), Mumbai-400063,  
India. Tel: +91 22 6749 8000;  
Fax: +91 22 6749 8200  
[www.ey.com/india](http://www.ey.com/india)

## The Management and Board of Directors

Jain Irrigation Systems Limited, Jalgaon, Maharashtra

**Our Engagement :** Ernst & Young Pvt. Ltd. (EY) was retained by Jain Irrigation Systems Limited (the Company) to provide independent assurance to its first Corporate Sustainability Report for the financial year 2008 -2009. The Company's management is responsible for the content of the report, identification of key issues, engagement with stakeholders and its presentation. EY's responsibility is to provide independent assurance on the Report content as described in the scope of assurance. Our responsibility in performing our assurance activities is to the management of the Company only and in accordance with the terms of reference agreed with the Company. We do not therefore accept or assume any responsibility for any other purpose or to any other person or organization. Any dependence that any such third party may place on the Report is entirely at its own risk. The assurance report should not be taken as a basis for interpreting the Company's overall performance, except for the aspects mentioned in the scope below.

**Our Assurance Team :** Our assurance team, comprising of multidisciplinary professionals, has been drawn from our climate change and sustainability services and undertakes similar engagements with a number of significant Indian and international businesses.

**Our Approach :** The assurance engagement was planned and performed in accordance with International Federation of Accountants' International Standard for Assurance Engagements other than Audits or Reviews of Historical Financial Information (ISAE 3000). The main steps included interaction with key personnel of the Company to identify the processes in place; capture sustainability performance data as per GRI 2006 (GRI G3) guidelines; followed by reviews of the processes for collecting, compiling, and reporting these indicators at the corporate and plant levels.

**Visits to the Company's locations :** The EY team visited the Company's operations at Jalgaon, Maharashtra which is the biggest manufacturing base, to review the systems and processes in place for managing and reporting on the Company's sustainability activities. Our team conducted data walk-through at Jalgaon with particular focus on the Food Park and Plastic Park divisions. Evidence in support of claims made in the Report regarding the Company's sustainability performance was reviewed and necessary clarifications were obtained. Stakeholder engagement process was reviewed through interviews with concerned personnel.

**Level Of Assurance :** Our evidence-gathering procedures have been designed to obtain a limited level of assurance (as set out in ISAE 3000).

**Scope And Limitations :** The scope of the assurance covers sites and indicators considered relevant to the company and includes:

- Data and information related to the Company's sustainability performance for the period 1 April 2008 to 31 March 2009;
- The Company's internal protocols, processes, and controls related to the collection and collation of sustainability performance data;
- Sustainability specific data and information related to energy, water and waste management, workforce, safety and training;
- Visits to sample sites where our work comprised review of the above mentioned indicators for these locations.

**Exclusions :** The assurance scope excludes:

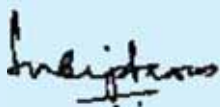
- Aspects of the Report other than those mentioned under "Scope and Limitations";
- Data and information outside the defined reporting period (1 April 2008 to 31 March 2009);
- Review of the 'economic performance indicators' and disclosure related to 'Corporate Governance' included in the Report which, we understand, are derived from the Company's audited financial records and Annual Reports. The Company's statements that describe expression of opinion, belief, aspiration, expectation, aim or future intention provided by the Company;
- Review of carbon footprint figures presented on Pg. 56 of the Report.

**Observations :** Our observations on the Report are as follows:

- The Company has made a fair attempt to report on its sustainability performance by covering GRI G3 core economic, environmental and social key performance indicators, though there are instances of incompleteness within the indicator boundaries;
- The Company may consider implementing robust internal data management and assurance process as there were several instances where information pertaining to environmental and social performance were subject to modification/correction during the verification process;
- The Company may consider improving the process of defining and prioritizing material issues;
- A structured process of stakeholder dialogue and engagement is required to be devised and made use of in the sustainability reports, going forward.

**Our Conclusions :** On the basis of our review scope and methodology and subject to the inherent limitations outlined elsewhere in this independent assurance statement, nothing has come to our attention that would cause us not to believe that:

- The Report presents the Company's sustainability performance covering the indicators as mentioned in the scope;
- The Report contents are presented fairly, in material respects, in keeping with the GRI-G3 reporting principles and criteria.



for **Ernst & Young Private Limited,**  
Sudipta Das, Partner, 8th April 2010, Kolkata

## GRI Index

Section		Page	Reported (F/P/N)	Explanation
<b>Standard Disclosures Part I: Profile Disclosure</b>				
<b>1. Strategy and Analysis</b>				
1.1	Chairman's Message	5	F	
1.2	Description of key impacts, risks, and opportunities	12	F	
<b>2. Organisational Profile</b>				
2.1	Name of the organization	14	F	
2.2	Primary brands, products, and/or services	26, 28, 30, 31, 32	F	
2.3	Operational structure of the organization	16	F	
2.4	Location of organization's headquarters	14	F	
2.5	Number of countries where the organization operates	14	F	
2.6	Nature of ownership and legal form	14, 16	F	
2.7	Markets served	17, 18, 19	F	
2.8	Scale of the reporting organization	14	F	
2.9	Significant changes during the reporting period	NA		No significant changes in the location /share capital
2.10	Awards received in the reporting period.	33	F	
<b>3. Report Parameters</b>				
3.1	Reporting period	34	F	
3.2	Date of most recent previous report (if any)	NA		First Sustainability Report
3.3	Reporting cycle	34	F	
3.4	Contact point for questions regarding the report or its contents.	34	F	
3.5	Process for defining report content	34	F	
3.6	Boundary of the report	34	F	
3.7	Specific limitations on the scope or boundary of the report	34	F	
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations	34	F	
3.9	Data measurement techniques and the bases of calculations	34	F	
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement	NA		First Sustainability Report
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	NA		First Sustainability Report

**Note :** F : Reported Fully, P : Reported Partially, N : Not Reported.



Section		Page	Reported (F/P/N)	Explanation
3.12	GRI Index	99	F	
3.13	Policy and current practice with regard to seeking external assurance for the report.	34	F	
<b>4. Governance, Commitments and Engagement</b>				
4.1	Governance structure of the organization	35	F	
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	35	F	
4.3	State the number of members of the highest governance body that are independent and/or non-executive members	35	F	
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	36	F	
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives	36	F	
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	36	F	
4.7	Process for determining the qualifications and expertise of the members of the highest governance body	37	F	
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Annexure	R	
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance	37, 38	F	
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance	37, 38	F	
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization	37	F	
4.12	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or endorses.	38	F	
4.13	Membership in various associations	38	F	

**Note :** F : Reported Fully, P : Reported Partially, N : Not Reported.

Section		Page	Reported (F/P/N)	Explanation
4.14	List of stakeholder groups engaged by the organization.	39, 40, 41, 42	F	
4.15	Basis for identification and selection of stakeholders with whom to engage.	39, 40, 41, 42	F	
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	39, 40, 41, 42	F	
4.17	Key topics and concerns that have been raised through stakeholder engagement	39, 40, 41, 42	F	
<b>Standard Disclosures Part II : Disclosures on Management Approach (DMAs)</b>				
DMA EC	Disclosure on Management Approach (Economic Performance)	43, 44	F	
DMA EN	Disclosure on Management Approach (Environmental Performance)	51, 52	F	
DMA LA	Disclosure on Management Approach (Labour Practices)	73	F	
DMA HR	Disclosure on Management Approach (Human Rights)	78	F	
DMA SO	Disclosure on Management Approach (Society)	80	F	
DMA PR	Disclosure on Management Approach (Product Responsibility)	90	F	
<b>Standard Disclosures Part III : Performance Indicators</b>				
<b>Economic</b>				
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained payments to capital providers and government searnings	45, 46	F	
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	46, 47	F	
EC3	Coverage of the organization's defined benefit plan obligations	46	F	
EC4	Significant financial assistance received from government	47	F	
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations		N	

**Note :** F : Reported Fully, P : Reported Partially, N : Not Reported.

Section		Page	Reported (F/P/N)	Explanation
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation	48	F	
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation	48	F	
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement	49	F	
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts	49	F	Also covered in social section of the report
<b>Environmental</b>				
EN1	Materials used by weight or volume	54, 55	F	
EN2	Percentage of materials used that are recycled input materials	55	F	
EN3	Direct energy consumption by primary energy source	57, 58	F	
EN4	Indirect energy consumption by primary source	58	F	
EN5	Energy saved due to conservation and efficiency improvements	58, 59	F	
EN8	Total water withdrawal by source	56, 57	F	
EN9	Water Sources significantly affected by withdrawal of water	56, 57	F	
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	65, 66	F	
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	62, 64, 65, 66	F	
EN16	Total direct and indirect greenhouse gas emissions by weight	60	F	
EN17	Other relevant indirect greenhouse gas emissions by weight	60	P	Would be reporting all GHG from next report
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	60		
EN19	Emissions of ozone-depleting substances by weight	60, 61	P	
EN20	NOx, SOx, and other significant air emissions by type and weight.	59, 60	F	

**Note :** F : Reported Fully, P : Reported Partially, N : Not Reported.



Section		Page	Reported (F/P/N)	Explanation
EN21	Total water discharge by quality and destination	56, 57	F	
EN22	Total weight of waste by type and disposal method	61, 62	F	
EN23	Total number and volume of significant spills	62	F	
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	62, 64	F	Would be reported completely from next report
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	62	F	
EN28	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations	62	F	
<b>Social : Labour Practices and Decent Work</b>				
LA1	Total workforce by employment type employment contract, and region	70	F	
LA2	Total number and rate of employee turnover by age group, gender, and region.	71	F	
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees by major operations	70, 71, 72	F	
LA4	Percentage of employees covered by collective bargaining agreements	74, 79	F	
LA5	Minimum notice period(s) regarding significant operational changes	74	F	
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region	74	F	
LA8	Education, training, counselling, prevention, and risk-control programmes in place to assist workforce members, their families, or community members regarding serious diseases	75, 76, 77	F	
LA10	Average hours of training per year per employee by employee category	76, 77	F	
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	76, 77	F	
LA14	Ratio of basic salary of men to women by employee category	70, 77	F	

**Note :** F : Reported Fully, P : Reported Partially, N : Not Reported.

Section		Page	Reported (F/P/N)	Explanation
<b>Social : Human Rights</b>				
HR1	Percentage and total number of significant investment agreements that include human rights clauses	79	F	
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and action's taken	79	F	
HR4	Total number of incidents of discrimination and action's taken	79	F	
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and action's taken to support these rights.	79	F	
HR6	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.	79	F	
HR7	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour	79	F	
<b>Social : Society</b>				
SO1	Nature, scope, and effectiveness of any programmes and practices that assess and manage the impacts of operations on communities	81, 82, 83	F	
SO2	Percentage and total number of business units analyzed for risks related to corruption	89	F	No formal policy or training on anti-corruption.
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures	89	F	
SO4	Actions taken in response to incidents of corruption	89	F	
SO5	Public policy positions and participation in public policy development and lobbying	89	F	
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country	89	F	No legal action for anti-competitive behavior
SO8	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations	89	F	

**Note :** F : Reported Fully, P : Reported Partially, N : Not Reported.

Section		Page	Reported (F/P/N)	Explanation
<b>Social : Product Responsibility</b>				
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures	94, 95	F	
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes	96	F	
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	95, 96	F	
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and services information and labelling, by type of outcome	96	F	
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	39	F	
PR6	Programmes for adherence to laws, standards, and voluntary codes related to marketing communications	95, 96	F	
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communication, including advertising, promotion and sponsorship by type of outcomes	96	F	
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	96	F	
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	96	F	

**Note :** F : Reported Fully, P : Reported Partially, N : Not Reported.



## **Annexure**

### **Quality Policy**

We are committed to produce and supply hightech products and finest quality food ingredients to our domestic and international customers. We shall achieve this through: 1) Total commitment to customer satisfaction. 2) Market leadership. 3) Quality excellence. 4) Compliance to statutory and regulatory requirement and meeting needs and expectations of customers. 5) Continual improvement through innovations, technological upgradation and active participation of associates.

### **Food Safety Policy**

We are committed to produce and supply safe food ingredients to our domestic and international customers. We shall achieve this through: 1) Procurement and use of raw and other materials as per defined specifications. 2) Providing required infrastructure, work environment and cutting edge technology. 3) Maintaining effective communication systems. 4) Complying to statutory and regulatory requirements and meeting needs and expectation of customer. 5) Continually improving the food safety.

### **Environmental, Health & Safety Policy**

Our corporate mission is 'Leave this world better than you found it', which is appropriate to the nature, scale and environmental impacts of all our activities, products and services. We are committed to achieve this through sustainable development and continual improvement of environment, health and safety by:

1) Conservation of scarce natural resources. 2) Increase in green cover. 3) Prevention and control of pollution. 4) Compliance with applicable environmental, Health & Safety legislations and other regulations. 5) Continually improve the Environment Health and Safety performance. 6) Judicious selection, placement and training of the associates and securing their involvement. 7) Providing and maintaining safe plant and equipment for prevention of injury and ill health. 8) Conducive work environment, sound manufacturing practices and adequate control of health and safety risks.

### **Social Accountability Policy**

We are committed to welfare and development of all our associates and society. We shall achieve this through: 1) Participation in cultural and economic development of all strata of society. 2) Allocation of resulting profit in sustainable manner and adoption of fair practices in all our dealings. 3) Greater transparency, accountability and sense of responsibility. 4) Compliance with applicable legislation, regulations and other requirements including standards adopted. 5) Achieving continuous growth and continual improvement.

These policies are communicated throughout the division, understood by all concerned and reviewed periodically for its suitability. The policies shall be made available to the public and interested parties on demand.

# Product Divisions



## Agriculture Division

- Agricultural R&D
- Farming
- Tissue Culture
- Vermi-compost

### Applications:

- Agriculture
- Horticulture
- Nursery



## MIS Division

- Drip Irrigation
- Sub Soil Irrigation
- Sprinkler Irrigation

### Applications:

- Open Field Irrigation
- Controlled Irrigation
- Landscape Irrigation



## Food Division

- Dehydrated Onion & Vegetables
- Fried Onion & Vegetables
- Frozen(IQF) Vegetables
- Aseptic Fruit Purees and Concentrates
- Frozen Fruit Purees and Concentrates
- Frozen (IQF) Fruits
- Canned Fruit Purees and Concentrates

### Applications:

- Soups
- Salad Dressing
- Juices
- Baby Food
- Ice creams and Yogurts
- Confectionary
- Prepared Foods

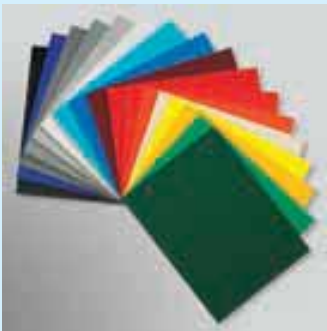


## Pipe Division

- PVC Pipes & Fittings
- PE Pipes & Fittings
- Well Casing & Screen Pipes
- Corrugated Pipe

### Applications:

- Drinking Water
- Farm Irrigation
- Plumbing
- Sewerage
- Effluents
- Cable Ducting
- Gas
- Dust suppression



## Sheet Division

- PVC Free Foam
- PVC Celuka
- PVC Rigid
- PC Compact
- PC Corrugated

### Applications:

- Advertising
- Interior Designs
- Industrial
- Building & Construction
- Marine Industry
- Transport
- Greenhouse
- Stadium Roofing



## Green Energy Division

- Solar Water Heating
- Solar Lighting
- Solar Inverter
- Solar Pump
- Solar Fencing
- Solar PV Power Plant
- Wind Hybrid System
- Bio Gas Power Plant

### Applications:

- Domestic
- Commercial
- Industrial



**Jain Irrigation Systems Ltd.**

Small Ideas. Big Revolutions®

Jain Plastic Park, P. O. Box: 72, Jalgaon - 425 001. Tel: +91-257-2258011; Fax: +91-257-2258111; E-mail: jisl@jains.com; www.jains.com  
India | USA | Canada | Mexico | Peru | Brazil | Chile | UK | Switzerland | Italy | France | Spain | Romania | Turkey | Israel | Sri Lanka | Taiwan | Australia



More Crop Per Drop®



Your recipe for great taste.



More Crop Per Drop®



Your recipe for great taste.



Your Lifeline to Prosperity.®



More Crop Per Drop®



Building a strong future together.



Your Lifeline to Prosperity.®



**NuCedar Mills**  
finely crafted exteriors



Better B-Sure, Never be sorry!™



More Crop Per Drop®



Our Joint Venture with Nature



Better B-Sure, Never be sorry!™



More Crop Per Drop®



Our Joint Venture with Nature



Better B-Sure, Never be sorry!™



Our Joint Venture with Nature



Better B-Sure, Never be sorry!™



Better Yield - Greater Profits.



Better B-Sure, Never be sorry!™



Better Yield - Greater Profits.

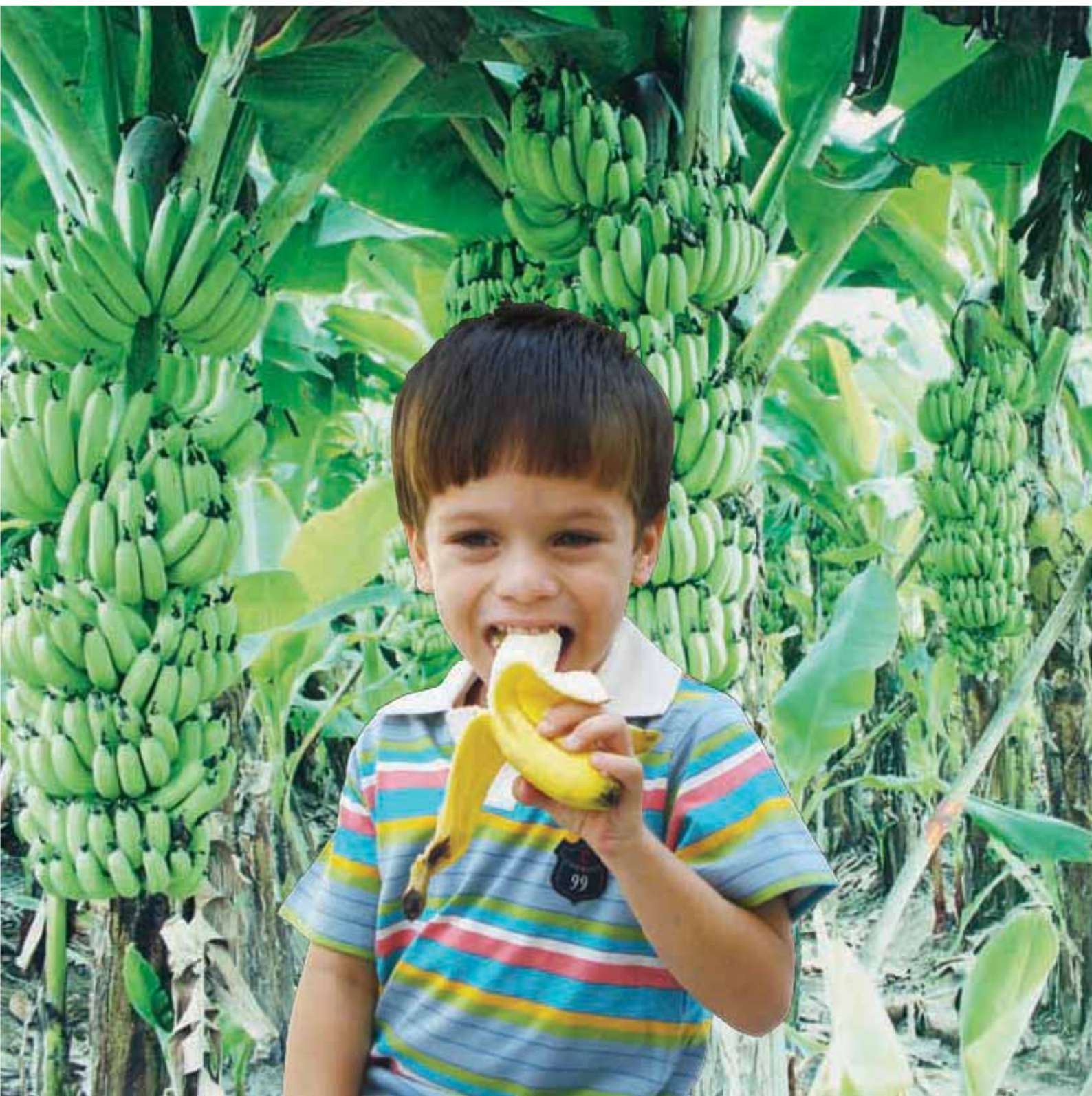


Gandhi Research Foundation



Mind. Body. Soul.





Food Security with Water Security for future sustainability





Printed on  
Recyclable  
Paper



**JAIN**<sup>®</sup>

**Jain Irrigation Systems Ltd.**

Small Ideas. Big Revolutions.<sup>®</sup>

[www.jains.com](http://www.jains.com)