

ANNEXURE XI

BUSINESS RESPONSIBILITY REPORT 2019-20

Jain Irrigation Systems Ltd. presents Business Responsibility Report (BRR) for the Financial Year ended 31st March, 2020 in accordance with SEBI LODR Regulations 2015. The report is prepared in adherence to The National Guidelines for Responsible Business Conduct, 2018 (NGRBC), released by Ministry of Corporate Affairs, Govt. of India.

We continue to report on essential indicators which are captured in its existing management systems and are relevant to the core elements of nine principals of the NGRBCs.

SECTION A: GENERAL DISCLOSURES

The general details of the organization are as follows:

Table 1- Company Details

1) Name of the Company:	Jain Irrigation Systems Limited
2) Year of registration	1986
3) Corporate Identity Number (CIN) of the Company:	L29120MH1986PLC042028
4) Address of the Registered Office:	Jain Plastic Park, N.H.No. 6, Bambhori, Jalgaon 425001
5) Website:	http://jains.com/
6) Sector(s) that the Company is engaged in (industrial activity code-wise):	

The Company is engaged in activities as grouped below:

Name and Description of main products / services	NIC CODE
i) Manufacture of other Plastic Products (n.e.c)	22209
ii) Manufacture of fruit or vegetable juices and their concentrates squashes and powder and Spices*	10304

7) Goods manufactured/services provided (top three by revenue):

Businesses	Products/Services
Plastic Business- Plastic Products:	Micro – Irrigation System (Drip Irrigation/Sprinkler irrigation) Piping System (PE & PVC) Plastic sheets
Agro-Processed Products Fruit and Vegetable Dehydration and spice processing*:	Standard dehydrated Onion products, Frozen fruits, Fruit, Purees, Pulp & Concentrate, and Spices
Green Energy-Solar Products:	Photovoltaic Module, Water heater, Pumping Systems, Lighting Appliances

8) Brands (top five by respective share of market) owned

i)	JainDrip
ii)	NaanDanJain
iii)	Jain Pipes
iv)	JainFarmFresh
v)	JainGreenEnergy



9) Total number of locations:

We have 30 manufacturing plants across the globe. Twelve plants are within India and eighteen plants are abroad. Our three prominent overseas locations are as follows:

- 1] NaandanJain Irrigation System Ltd., Naan, Israel
- 2] Sleaford Quality Foods, Sleaford, United Kingdom*
- 3] Jain Irrigation Inc., Fresno, USA

* Represents subsidiary company Jain Farm Fresh Foods Ltd.

While prominent Domestic plants are;

- 1] Jain Plastic Park, Jalgaon, Maharashtra
- 2] Jain Hi-Tech Agri-Park, Jalgaon Maharashtra
- 3] Jain Farm Fresh Foods Ltd., Jalgaon, Maharashtra*
- 4] Jain Tissue Culture Park, Takarkheda, Jalgaon, Maharashtra
- 5] Jain Energy Park, Jalgaon, Maharashtra

10) Markets Served by Company:

The company serves customers in over 126 countries, across six continents around the globe. It has a pan India presence with a strong global footprint through a wide network of more than 11,000 dealers and distributors.

11) Number of Permanent Employees ^[1] 9665 (Global)

12) Contractual Employees 3190

13) Temporary employees Not applicable

14) Percentage of Women

a)	On the Governance Structure	10% (as out of 5 executive and 5 non-executive directors, one is female director)
b)	In top management i.e. business/function heads	2.23%

15) Information on Subsidiary Company:

The company has 64 subsidiaries/associate companies as on 31st March, 2020. The list is as follows:

Table 1.1: Wholly Owned Subsidiary Companies – First Level

Sr.	Name of Party	Relation	CIN/GLN
1	JISL Overseas Ltd., Mauritius	Wholly Owned Subsidiary of Jain Irrigation Systems Ltd.	NA
2	Jain International Trading BV, Netherlands	Wholly Owned Subsidiary of Jain Irrigation Systems Ltd.	NA
3	Jain Farm Fresh Foods Ltd.	Subsidiary of Jain Irrigation Systems Ltd	U15200MH2015PLC26 3338
4	Jain Processed Foods Trading and Investment Pvt. Ltd, Jalgaon	Wholly Owned Subsidiary of Jain Irrigation Systems Ltd.	U74900MH2015PTC263 378

Table 1.2: Fellow Subsidiary Companies – Second/Multi Level

Sr.	Name of Party	Relation
1	Jain America Holdings, Inc (Formerly Jain (Americas) Inc, USA	Subsidiary of JISL Overseas Ltd., Mauritius
2	Jain (Europe) Ltd., UK	Subsidiary of JISL Overseas Ltd., Mauritius
3	Jain Overseas B.V., Netherlands	WOS of Jain International Trading BV, Netherlands
4	Jain Mena DMCC, Dubai	WOS of Jain International Trading BV, Netherlands
5	Jain Distribution Holdings, Inc	Subsidiary of Jain America Holdings, Inc.
6	Jain Irrigation Inc, Delaware	WOS of Jain America Holdings, Inc, Delaware
7	Pacific Shelf 1218 Ltd,UK	WOS of Northern Ireland Plastics, Ltd U.K.-
8	Excel Plastic Piping Systems SAS, France	WOS of Jain (Europe) Ltd., UK
9	Ex-cel Plastics Ltd., Ireland	WOS of Jain (Europe) Ltd., UK
10	Agri Valley Irrigation, LLC USA	Subsidiary of Jain Distribution Holding INC, USA
11	Irrigation Design and Construction LLC, USA	Subsidiary of Jain Distribution Holding INC, USA
12	ET Water System Inc., USA	WOS of Jain Irrigation Inc, Delaware
13	Point Source Irrigation Inc., USA	WOS of Jain Irrigation Inc, Delaware
14	Jain Agricultural Services LLC, USA	WOS of Jain Irrigation Inc, Delaware
15	Northern Ireland Plastics, Ltd U.K.	WOS of Jain (Europe) Ltd., UK
16	Killyleagh Box Co. Ltd, U.K.	WOS of Northern Ireland Plastics, Ltd U.K.
17	JISL Global SA, Switzerland	WOS of Jain Overseas B.V. Netherland
18	JISL (Israel) BV, Netherland	WOS of Jain Overseas B.V. Netherland

* Represents subsidiary company Jain Farm Fresh Foods Ltd.

[1] Includes India and Overseas Operations (only manufacturing)

Sr.	Name of Party	Relation
19	JISL Systems SA, Switzerland	WOS of JISL Global SA, Switzerland
20	THE Machines Yvonand SA, Switzerland	WOS of JISL Systems SA, Switzerland
21	Gavish Control Systems Ltd., Israel	Subsidiary of Jain (Israel) BV, Netherland
22	Naandan Jain Irrigation Ltd., Israel	Subsidiary of Jain (Israel) BV, Netherland
23	Pro Tool AG, Switzerland	Subsidiary of THE Machine Yvonand S.A., Switzerland
24	Jain Agricultural Services Australia Pty. Ltd, Australia	Subsidiary of Jain Agricultural Services INC, USA
25	NaanDan Jain UK Ltd, U.K.	Subsidiaries of Naandan Jain Irrigation Ltd.
26	NaanDan Jain Iberica S.C., Spain	
27	NaanDan Jain Austrailia Pty Ltd, Australia	
28	NaanDan Jain Italia S.R.L., Italy	
29	K.D.H. International Ltd.,Israel	
30	Jain Sulama Sistemleri Sanayi Ve Ticaret Anonim Sirkti, Turkey	
31	NaanDanJain Irrigation SA (Pty) Ltd., South Africa	
32	NaanDan Jain Irrigation Projects S.R.L. Romania	
33	Naan Dan Agro Pro Ltd., Israel	
34	NaanDanJain Chile S.A.Chile	
35	NaanDan Jain Peru S.A.C, Peru	
36	NaanDan Do Brasil Participacoes Ltd, Brazil	
37	- Naandanjain France SAS France	
38	Agrologico Sistemas Technologicos, S.A., Costa Rica	
39	Agrologico De Guatemala, S.A. Guatemala	
40	NaanDan Jain Maxico, S.A. De C.V. Mexico	
41	NaanDanJain (China) Agricultural Science and Technology Co.,Ltd	
42	NaanDan Jain Industria E Comercio De Equipmentos Ltd., Brazil	
43	Briggs (U.K.) Ltd. U.K.	WOS of NaanDan Jain UK Ltd. U.K.
44	ICAA Ltd.S.A. de C.V. 2002,Mexico	WOS of NaanDan Agro-Pro Ltd., Israel
45	Jain America Foods, Inc (Formerly Jain Americas) Inc, USA	Subsidiary of Jain International Foods Ltd
46	Jain Farm Fresh Foods Inc, USA (Formerly Jain (Americas) Inc. USA)	WOS of Jain America Foods Inc., USA
47	Jain Irrigation Holding, Inc, Delaware	
48	Jain International Foods Ltd. (Formerly SQF 2009 Ltd)	WOS of Jain Farm Fresh Foods Ltd.
49	Sleaford Food Group Ltd., UK (Formerly SQF 2009 Ltd.)	WOS of Jain International Foods Ltd.,
50	Sleaford Quality Foods Ltd, UK	WOS of Sleaford Food Group Ltd., UK
51	Arnolds Quick Dried Foods Ltd., UK	WOS of Sleaford Food Group Ltd., UK
52	Jain Farm Fresh Gida Sanayi Ve Ticarate Anomin Sirketi, Turkey	WOS of Jain International Foods Ltd., (Formerly SQF 2009 Ltd.)
53	JlIO, California	WOS of Jain Irrigation Holding, Inc, Delaware
54	Jain Farm Fresh Holding SPRL, Belgium	Subsidiary of Jain International Foods Ltd.,
55	Innovafood N.V, Belgium	WOS of Jain Farm Fresh Holding SPRL, Belgium
56	Solution Key Ltd	WOS of Jain Farm Fresh Holding SPRL, Belgium
57	Driptech India Pvt.Ltd., Jalgaon	Subsidiary of Jain Processed Foods Trading and Investment Pvt.Ltd.
58	Jain Netherlands Holding I B.V.	Subsidiary Jain Overseas B.V., Netherlands
59	Jain Netherlands Holding II B.V.	Subsidiary Jain Overseas B.V., Netherlands

Table 1.3: Associate Company

1	Sustainable Ago-Commercial Finance Ltd, Mumbai	Associate
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Subsidiary Company Participation in BR:

All our subsidiaries ensure the compliance with the laws, regulations and reporting standards of the geographical territories they operate within. Following 13 (overseas manufacturing) locations of subsidiaries have been reporting to IFC performance standards annually and hence contribute to business responsibility disclosures:

Table 1.4:

Sr.	Subsidiary Name	Country
1	NaandanJain Irrigation System Ltd., City of Leme, State of São Paulo	Brazil
2	Sleaford Quality Foods Ltd, Sleaford, Lincolnshire,	United Kingdom
3	Cascade Specialities Inc., Boardman	United States of America
4	White Oak Frozen Food, Merced, California	United States of America
5	JAIN Irrigation Inc - Fresno, California	United States of America
6	Jain Sulama Sistemleri Sanayi Ve Ticaret A. S., Istanbul	Turkey
7	NaandanJain Irrigation System Ltd.	Spain
8	THE Machine S.A.	Switzerland
9	Pro Tool AG	Switzerland
10	Excel Plastics Ltd., County Monaghan	Ireland
11	NaandanJain Irrigation System Ltd., Naan	Israel
12	Jain America Holdings, Chicopee, MA	United States of America
13	Jain Irrigation Inc. Watertown, New York	United States of America

15.CSR Expenditure Details for FY 19-20

The Company conducts its CSR activities on its own and through two section 8 companies; Bhavarlal and Kantabai Jain Multipurpose Foundation (BKJMF) and Gandhi Research Foundation (GRF). The project wise CSR expenditure details are as follows:

Total Spending on Corporate Social Responsibility (CSR) as % of average net profit of the Company for last 3 financial years : 0.6%

Table 1.5: CSR expenditure details

Sr. No.	CSR activities carried out	Linkage to Schedule VII of Companies Act 2013	Expenditure (₹ Million)
1	Rural Development		1.38
a)	Contribution to Ba-Bapu-150 Project through GRF	(x) Rural Development Projects	0.38
b)	Contribution to rural development activities, particularly, creating the water source in nearby villages	(i) promoting preventive health care and sanitation and making available safe drinking water	1.00
2	Conservation of natural resources, quality of soil, air, water, etc.		1.55
a)	Afforestation Activities during world environment day and 'Van Mohtsava' Campaign of Maharashtra Government	(IV) Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water	0.08
b)	Future Agriculture Leaders of India (FALI) Program		0.00
c)	Bhaunche Udyan Project		1.47
3	Promoting Education		0.04
a)	Utilization of testing facilities in nearby technical institutions	(ii) promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects	0.04
b)	Contribution to Anubhuti English Medium School		0.00
4	Promoting Sports		10.74
a)	Direct Support by Jain Irrigation to Jain Sports Acacemy for Sports Material, Tournament Fees etc.	(vii) training to promote rural sports, nationally recognised sports, paralympic sports and Olympic sports	2.54
c)	Direct Support by Jain Irrigation to Jain Sports Academy for Expenditures of Coaches and Players		8.20
5	Healthcare		0.86
a)	Direct Contribution to Kantai Netralaya Project	(i) promoting preventive health care and sanitation and making available safe drinking water	0.86
6	COVID-19 Support		0.02
a)	City Sanitation Drive and Direct Support to Civil Hospital Jalgaon	(i) promoting preventive health care and sanitation and making available safe drinking water	0.02
	Sub-total		14.59

16. Contact details of Nodal Officer for this report:

Name:	Avdhut V. Ghodgaonkar
Designation	Company Secretary
Email id:	investor.corr@jains.com
Phone:	+91-0257-2258011
Financial Year reported:	2019-20

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The company's corporate governance framework in all respects complies with the requirements of the revised guidelines on corporate governance stipulated under SEBI LODR regulations 2015. Sustainability committee meets every six months to review the BR performance. The company has in place a comprehensive Code of Conduct for all its senior functionaries^[2] and every senior functionary is responsible to comply with Code in letter and spirit. This comprises a policy related to the conflict of interest in governance and senior management. The Company Secretary is the Compliance Officer for the purposes of this Code. In terms of provisions of SEBI (Prohibition of Insider Trading) Regulations, 2015, the Company has also formulated a 'Code of internal procedure & conduct for prevention of insider trading'^[3] in shares of the company. The code of conduct has been explained and circulated to the employees and is implemented by Compliance Officer who reports to the Managing Director. More information on JISL governance framework, including the role and structure of the Board of Directors and its committees, Articles of Association, Code of Conduct, Corporate Governance guidelines is available at <http://www.jains.com/>.

Table 2- Governance of BR**Details of Director/Directors responsible for BR:**

Sustainability Committee of Board of Directors is responsible for governance related to business responsibility.

The role of Sustainability Committee:

- To guide the top management in ensuring responsible business practices across all the operations of the company.
- To implement and monitor the various sustainability initiatives across all the operations of the company.
- To submit Periodical reports to the Board of Director as it may deem fit.

Details of the Director/Directors responsible for implementation of the BR policy / policies

Name	Designation	DIN No.
1. Shri. Ashok Bhavarlal Jain	Chairman and Executive Director, Promoter-Director	00053157
2. Shri. Anil Bhavarlal Jain	Vice Chairman and Managing Director, Executive Director, Promoter-Director	00053035
3. Shri. Ajit Bhavarlal Jain	Joint Managing Director, Executive Director, Promoter-Director	00053299
4. Shri. Atul Bhavarlal Jain	Joint Managing Director, Executive Director, Promoter-Director	00053407
5. Shri. R. Swaminathan	Executive Director	00060983
Details of the BR Head		
1. DIN Number	00053035	
2. Name	Shri. Anil Bhavarlal Jain	
3. Designation	Vice Chairman, CEO/MD	
4. Telephone number	+91-257-2258011	
5. e-mail id	jisl@jains.com	

Principle-wise BR policies as per NGRBC: The Company has formulated and implemented policies for various management systems adhering to the national and international standards. The policies implemented so also satisfy the requirements of following business responsibility Principles as The National Guidelines for Responsible Business Conduct, 2018 (NGRBC)

- **Principle 1:** Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable. ^[P1]
- **Principle 2:** Businesses should provide goods and services in a manner that is sustainable and safe. ^[P2]
- **Principle 3:** Businesses should respect and promote the well-being of all employees, including those in their value chains. ^[P3]
- **Principle 4:** Businesses should respect the interests of and be responsive to all its stakeholders. ^[P4]
- **Principle 5:** Businesses should respect and promote Human Rights ^[P5]
- **Principle 6:** Businesses should respect, protect, and make efforts to protect and restore the environment ^[P6]
- **Principle 7:** Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent ^[P7]
- **Principle 8:** Businesses should support inclusive growth and equitable development ^[P8]
- **Principle 9:** Businesses should engage with & provide value to their consumers in a responsible manner ^[P9]

The principal wise policy information is outlined in table below:

^[2] http://www.nseprimeir.com/z_JISLJALEQS/files/CodeofConductJISL.pdf

^[3] http://www.nseprimeir.com/z_JISLJALEQS/files/CodeofConduct-InsiderTrading.pdf

Table 3- BR Policy Matrix as Per NGRBC [4]

S.N.	Compliance with NGRBCs	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Status of Policies for NGRBC Principles	Y	Y	Y	Y	Y	Y	Y	Y	Y
2	Core elements and materiality assessment	The core elements as are applicable as stipulated under Business Code of Conduct available at https://www.nseprimeir.com/z_JISLJALEQS/files/CodeofConductJISL.pdf . Stakeholder engagement and material issues w.r.t. NGRBC principals are identified and presented below under the description of Principal 4								
3	Stakeholders involvement in policy formulation	Y	Y	Y	Y	Y	Y	Y	Y	Y
Note: The policies have been formulated by sectoral experts after having consultation with relevant department heads. During the formal stakeholder consultation process for materiality assessment of sustainability disclosures, the stakeholders' suggestions and comments are sought on Company's policies.										
4	Conformance of Policies with National/International Standards apart from the requirements stipulated in NGRBC	Y	Y	Y	Y	Y	Y	Y	Y	Y
		We report to Global Reporting Initiative (GRI) and IFC on the ESG performance indicators. Our Ethics (Code of Conduct) Policy is in conformance of IFC Standards and GRI Guidelines	Policies are in conformance of Environment Management System (ISO 14001:2015) GHG Management Systems (ISO 14064), Water Management System (ISO 14046) and Quality Management System (ISO 9001)	Integrated Management System Policy is in conformance of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 and Code of Conduct Policy is in conformance of IFC performance standards and GRI Guidelines	Ethics Policy is in conformance of IFC and GRI Standards	Ethics Policy is in conformance of IFC and GRI Standards	Integrated Management System Policy is in conformance of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 and Ethics Policy is in conformance of IFC performance Standards on ESG	Integrated Management System Policy is in conformance of ISO 9001:2015, and IFC performance Standards and all the relevant national, social and labour laws	We report to Global Reporting Initiative (GRI) and IFC on the ESG performance indicators. Our Ethics Policy is in conformance of IFC Standards	Our Corporate Philosophy embeds total customer satisfaction. In addition Integrated Management System Policy is in conformance of ISO 9001:2015, and IFC performance Standards and all the relevant national, social and labour laws
5	Approval by Board.	Y	Y	Y	Y	Y	Y	Y	Y	Y
		(Policies signed by Chairman)	(Policies signed by Chairman)	(Policies signed by Chairman)	(Policies signed by Chairman)	(Policies signed by Chairman)	(Policies signed by Chairman)	(Policies signed by Chairman)	(Policies signed by Chairman)	(Policies signed by Chairman)
6	Frequency of review	Annual review is conducted by top management.								
7	Specified committee of the Board/ Director/Official to oversee the implementation of the policy	Y	Y	Y	Y	Y	Y	Y	Y	Y
		(Technical-Director)	(Technical-Director)	(Technical-Director)	(Technical-Director)	(Technical-Director)	(Technical-Director)	(Technical-Director)	(Technical-Director)	(Technical-Director)
8	Online Reference to the Policies	Y http://www.jains.com/Company/quality%20policy.htm http://www.nseprimeir.com/Pages/companycorporate.aspx?value=3cYDU7170mmM600M5HCcMw==								
9	Communication of policy to all relevant internal and external stakeholders	Y	Y	Y	Y	Y	Y	Y	Y	Y
10	In-house structure to implement the policy/policies.	Y	Y	Y	Y	Y	Y	Y	Y	Y
11	Grievance redressal mechanism related to the policies to address stakeholders' grievances	Y	Y	Y	Y	Y	Y	Y	Y	Y
12	Status of audit/evaluation of the working of policies by an internal or external agency	Y	Y	Y	Y	Y	Y	Y	Y	Y
		(External Agency)	(External Agency)	(External Agency)	(External Agency)	(External Agency)	(External Agency)	(External Agency)	(External Agency)	(External Agency)

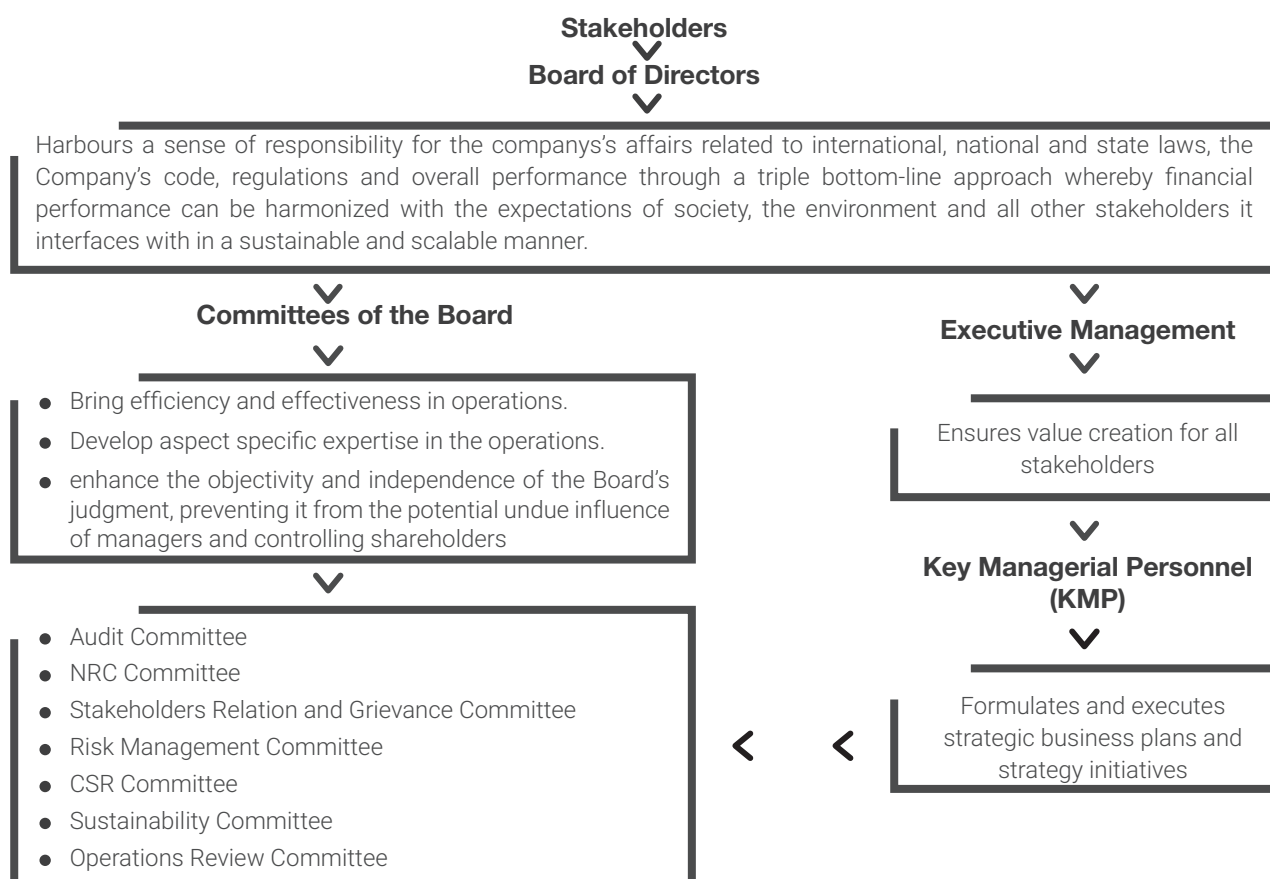
[4] Y stands for Yes and N for NO

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURES

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable.

Adherence to ethics, transparency and accountability at JISL is driven by the apex committee of the Board of Directors. This committee is responsible for governance related to business responsibility. The committee guides the top management on responsible business practices. It further monitors the implementation of various sustainability initiatives across all operations of the company and submits review reports to the Board at regular intervals.

The committee is also responsible for ensuring the company's affairs related to international, national & state laws, the company's code, regulations and overall performance are in line with the triple bottom-line approach (including economic, environmental and social aspects).



The last review meeting of the apex committee was held on 13th February 2020.

The table below provides further details of adherence to the principle 1 of NGRBC.

Table 4- Applicable essential and leadership indicators with respect to principle 1

Essential Indicators w.r.t. Principle 1 of NGRBC	Adherence details	Remarks
% Coverage of leadership team by awareness programs on the guidelines	100%	During FY 19-20
% of suppliers and distributors covered by awareness programs of the guidelines	-	No formal programs were run for the suppliers. However, business as usual awareness on ESG through management systems procedures continued this year also.
Number of complaints received on w.r.t. any aspect of NGRBC by Shareholders/Investors	17	All complaints were resolved.
Number of complaints received on w.r.t. any aspect of NGRBC by lenders	Nil	-
Value of non-disputed fines / penalties (if any)	Nil	-
Number of complaints / cases of corruption and conflicts of interest	Nil	-

Essential Indicators w.r.t. Principle 1 of NGRBC	Adherence details	Remarks
Details of unmet obligations (fiscal, social, etc.) arising out of any benefits or concessions provided by the central, state, or local governments	None	All mandatory obligations (as per the requirements of applicable statutory requirements in different business verticals)
% coverage of all employees on NGBRC awareness	-	100% (senior and middle management) employees were made aware on requirements of relevant NVG sections through management systems policies.
% coverage of distributors covered by social and environmental audit	-	We will prepare the procedures for environmental and social audits of distributors from FY 19-20 onward.
Report on responsible business conduct	Yes	We have been publishing the report on responsible business conduct as per global GRI Standards. The latest report is available on http://www.jains.com/Company/sustainable_report.htm

PRINCIPLE 2: PRODUCTS LIFECYCLE SUSTAINABILITY

Manufactured products impact on environmental systems, biodiversity and human health. As a responsible corporate we have been very selective in choosing our business. We would never enter into any activity that create wealth while negatively impacting any human, animal or plant. We have invested into state of the art modern manufacturing facilities across all our business verticals so as to minimise the environmental impact of our business operations. We have carried out watershed development work and afforestation activities at a massive scale. These in addition to the renewable (solar and biogas) energy installations at our manufacturing units help insure that we give back more to the biosphere than we take from it. In order to assess the impact of our products during the manufacturing phase and in downstream value chain we have adopted life cycle assessment (LCA) based approach. This approach measures the impact of a product through all the stages ranging from raw material extraction to material processing, manufacturing, distribution, end use, repair and maintenance as well as disposal or recycling. This method comprehensively evaluates the impact of various inputs and outputs at every stage to assess their impact on human health and the environment.

In coming years we will continue to do systematic life cycle assessment of our major products.

Table 5 - Applicable essential indicators with respect to principle 2

Essential Indicators w.r.t. Principle 2 of NGRBC	Adherence details	Remarks
Top three goods/services which incorporate environmental and social concerns, risks and opportunities in their design	1) Micro-irrigation systems 2) Solar pumping systems 3) Tissue Culture Plants	During FY 20, these products have helped in creating downstream impact equivalent to savings to the tune of 76 billion cubic meters of water and GHG emission reductions to the tune of 12 million tons of CO ₂ equivalent.
% of input material and services sourced from suppliers adhering to internal or external sustainability standards	Plastics- 95% Food- about 50% Others- 100%	Company has implemented JainGAP for food suppliers. On the other hand the major plastic suppliers publish their sustainability reports as per international GRI standards of sustainability.
% of total raw material consumed that consisted of material that was recycled/reused	15% ^[5]	Majorly includes rejects from the process/manufacturing

PRINCIPLE 3: Employee Well Being

As part of our non-discriminatory policy we induct associates from all walks of life to ensure a cosmopolitan culture within our organization. For us the relationship between the organization and associates is like that of a big family, marching ahead with a common purpose and mission. At all levels we interact with the associates to understand concerns, expectations, family background and importantly, how the associates feel about their work. Our grievance redressal system ensures that all grievances are addressed at the earliest and provide maximum satisfaction. This system is further strengthened by a robust whistle blower policy.

Table 6- Essential and leadership indicators with respect to Principle 2

Applicable Indicators w.r.t. Principle 3 of NGRBC	Adherence details	Remarks
Complaints received on cases arising out of Discrimination	0	As per policy company does not discriminate based on cast, creed or religion.
% of permanent employees part of employee association ^[6]	1%	This is indicative of formal associations.
% of establishments/ value chain audited for child labour	50%	Audit by third party/customers
Number of cases of child labour	0	No child labor is allowed

We employ more than 10,000 associates all over the world. The break-up is given below:

^[5] Applicable to only plastic operations- standalone basis. We will start capturing this data from overseas operations during the subsequent period of BRR.

^[6] Approximate number

Table 7- Information on Permanent Employment

No. of Associates [India] ^[7]			No. of Associates [Overseas] ^[8]		
FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
383	8339	8722	230	713	943

Table 8- Information on Contract Employment

Contract Employees [India]	Contract Employees [Overseas]
2968	222

Training and Development:

We believe that training and development programmes are an essential part of human resource development, delivering benefits to both associate and the employer. We explore opportunities to enhance the skill sets of our associates through various internal and external training programmes. Deserving associates are provided with specific international trainings; this, in turn, helps us to implement new technology in our R&D activities. For details of the various trainings, please refer to the training statistics tables provided here. We conduct a range of trainings for our associates on variety of subjects including operational efficiencies, personality development, yoga, and happiness in life. Training details for FY 19-20 are as below.

Table 9- Training Details of Associates^[9]

Sr. No.	Associates at all level	Training Hours
1.	Jain Irrigation Systems Ltd.	33,311
2.	Jain Farm Fresh Foods Ltd.	18,562
	Total	51,873

Performance Review and Benefit Plans:

A comprehensive performance review is carried out at regular intervals for the associates of Indian and overseas facilities. All our employees (except new joinees), irrespective of gender and category, undergo a performance review every two years. The salary structure contains the maximum possible benefits in the form of Social Insurance Cover, Provident Fund membership, Special Contribution to Superannuation fund by Company, along-with all other statutory entitlements such as Gratuity, Bonus, and Leave entitlement. For non-unionized associates, in normal circumstances, we revise the pay scales on a bi-annual basis.

The Company is a fair employer, following the principle of equal pay for equal value. Our prosperity lies in the prosperity of our employees. We make sure that our compensation policy and benefit plans adhere to national as well international standards and thus, ensure the social and economic security for our associates in a sustainable manner. A fair appointment and remuneration policy has been formulated to ensure the same. ^[10]

Equal Opportunity Employer

As part of our non-discriminatory policy, JISL inducts associates from all walks of life to ensure a cosmopolitan culture within our organisation. Given the company's rapid growth recruitment is an on-going process where we strive to identify, select and appoint the right people for the job at hand. This also includes recruitment of Managers, Engineering Graduates and Post Graduates from premier technical and business schools, agricultural universities and colleges through the campus placements. We were also able to successfully acquire talented people through walk in interviews held at short notices. New associates are selected on the basis of merit, potential, compatibility with the organizational culture. We have in place comprehensive policies (e.g. sexual harassment policy, whistle blower policy) which help us in providing best working environments to our associates. As a responsible corporate citizen, we are committed to a gender friendly workplace. We seek to enhance equal opportunities for men and women, prevent/stop/redress sexual harassment at the workplace and institute good employment practices. The status on workplace related complaints during FY 19-20 is tabulated below.

Table 10- Workplace Related Complaints

Sr. No.	Category	No of complaints filed	No of complaints pending
1	Child labour/forced labour/involuntary labour	nil	nil
2	Sexual harassment	nil	nil
3	Discriminatory employment	nil	nil

We maintain an open door for suggestions, complaints and counseling. We encourage associates to report any concerns and are responsive to employee complaints about any unethical/inappropriate behaviour within the organization, and further ensure appropriate action, wherever required.

[7] Includes data from Jain Irrigation Systems Ltd. and from the subsidiary company Jain Farm Fresh Foods Ltd.

[8] Data includes only manufacturing operations overseas.

[9] Only Indian operations details are provided.

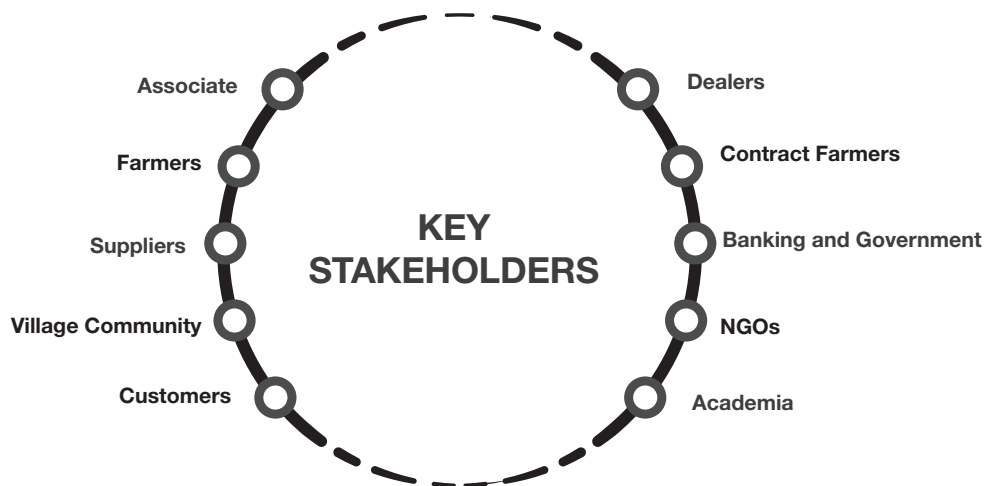
[10] <http://www.nseprimeir.com/Pages/companycorporate.aspx?value=3cYDU7170mvM600MSHCcMw==>

Health and safety

We attach a great importance to a healthy and safe work environment. All our operations comply with statutory guidelines for occupational health and safety throughout India. We also provide safety trainings to our associates to create awareness and minimize accidents. The percentage of the total workforce represented in formal joint (management and workers) health and safety committees help monitor and advice on occupational health and safety programmes remained steady at approximately 7-8%. No worker was involved in occupational activities that have a high incidence of high risk of specific diseases. There was no incidence of high risk of occupation-related disease in India during the reporting period. Health and safety of associates represents the cornerstone of the Company's philosophy. To manage environmental , occupational health and safety aspects across all our operations we have an effective EHS management system (EHSMS) certified to ISO 14001:2015&ISO 45001 standards and are guided by our Quality, Environment, Occupational Health and Safety Policy.

PRINCIPLE 4: STAKEHOLDER ENGAGEMENT

Our business model is created on a strong foundation of inclusive growth that creates value for every stakeholder and ensures a sustainable future for all. At Jain Irrigation stakeholder engagement is not a separate activity, rather it is an ongoing process and an integrated part of the business.



We engage with our stakeholders via different platforms which are part of our regular business. Some of the stakeholder engagement platforms are depicted here. Inputs are sought from stakeholders through these engagements on economic, environmental, and social parameters.

A) On-going engagements as part of business activities

The various teams taking inputs from stakeholders as a part of business activities include but not limited to extension team, CSR Team, contract farming team, Unnati Project Team, personnel team, purchase team and marketing teams. Given below are examples of the ways these teams interact with a wide range of stakeholders on daily, weekly, monthly and yearly basis.



Awareness programs and farmer meetings [Operations: India and Overseas, Stakeholders Group: farmers, NGOs, academia and customers): Farmers are both our customers as well as our suppliers for agro-processing business and hence one of our important stakeholders. Farmer meetings include a group of farmers ranging from 10 to 500 and sometimes even more than that. The discussions mainly focus on increasing awareness on productivity increase with the optimum resource and cost inputs (more with less). Such meetings and programs are designed and conducted by extension teams across the country. Relevant government institutions and NGOs jointly conduct awareness programs and farmer meetings along with JISL.

Capacity building [Operations: India and Overseas, Stakeholders Group: farmers, NGOs, government officials, private companies, customers, suppliers and academia]: Jain Irrigation has one of the largest pools of agronomists and agro-scientists in private sector. The agronomy team designs and conducts trainings on modern irrigation techniques and precision farming practices that help in improving yield and protecting environment. Specific training modules are designed as per the need for; farmers from different states, government officers, other private companies, academia, students, dealers and employees.

JISL's extension team has been conducting such trainings since 2001 in India. On an average we engage with over 50,000 trainees per annum (including overseas) from diverse groups of stakeholders, however the majority are from the farming community. The trainings are conducted in our FAO certified training centres at Jain Hills in Jalgaon and Udumalpet in Tamil Nadu. Apart from trainings, workshops, seminars and product demonstrations centres are also conducted for farmers, academia, students, NGOs and different community groups.

NaanDan Jain (Israel), Jain Irrigation Inc (USA), and NDJ(Brazil) are the major farmer training centres for farmers and other stakeholders overseas.

Contract farming and JAINGAP [Operations: India, Stakeholders Group: Farmers] : A team of 70-80 "gram sevaks" (agronomy support team) stay in villages and support about 5,000 onion and banana growing farmers for seed sowing/tissue culture planting, fertigation, good agriculture practices (GAP) implementation and harvesting practices.

Unnati Project [Operations: India, Stakeholders Group: Farmers and NGOs]: The Unnati Project team is working in Southern India to improve the yields of conventional mango growers by aiding adoption of ultra-high density plantation and JAIN GAP. The team is currently working with working with about 1,000 farmers and plan to take this number to 10,000 over the 5 years. Through their mobile bus they have so far interacted and trained 30,000 farmers in Andhra Pradesh, Tamil Nadu and Karnataka. Sustainable Income to the Mango farmers with UHDP Technology and Ensuring Marketability of their Products through buy back is Aim of Unnati Project.

Customer meetings and after sale service [Operations: India and Overseas, Stakeholders Group: Customers]: Such meetings are organized to provide technical support and guidance on precision farming practices, maintenance of irrigation systems, on farm health & safety and post-harvest activities.

Supplier meetings [Operations: India and Overseas, Stakeholders Group: Suppliers other than farmers]: Suppliers interactions take place as a part of integrated management systems and annual supplier meetings. In addition one to one supplier meetings are also organized.

Annual Meeting [Operations: India and Overseas, Stakeholders Group: shareholders, bankers and financial institutions]: Business as usual engagements with shareholders include annual meeting of shareholders, quarterly financial results and investor link on website (http://www.nseprimeir.com/z_JISLJALEQS/index.aspx?value=3cYDU7170mvM600MSHCcMw==)

Community Development [Operations: India and Overseas, Stakeholders Group: community]: JISL is extensively connected with community near to its operations. We engage with the local communities directly as well as through our foundations; Bhavarlal and Kantabai Jain Multipurpose Foundation (BKJMF), Gandhi Research Foundation (GRF). Currently we are working in 22 villages that are close to our facilities and in coming years plan to take these initiatives to over 150 villages.

Overseas plants also routinely join hands with local NGOs/foundations for community development. Jain Irrigation Inc. USA works with Workforce 20/20 and Chapin Living Waters Foundation for community development projects. NaandanJain Israel contributes to special program in school for developing program in agriculture and they also support afforestation programs in Israel. Another subsidiary- NDJ Spain contributes to support associations of boys and girls with physical and mental disabilities in the assembling of some of our products. Naandan Jain Brazil interacts with youths of universities in their country through specially designed apprentice program.

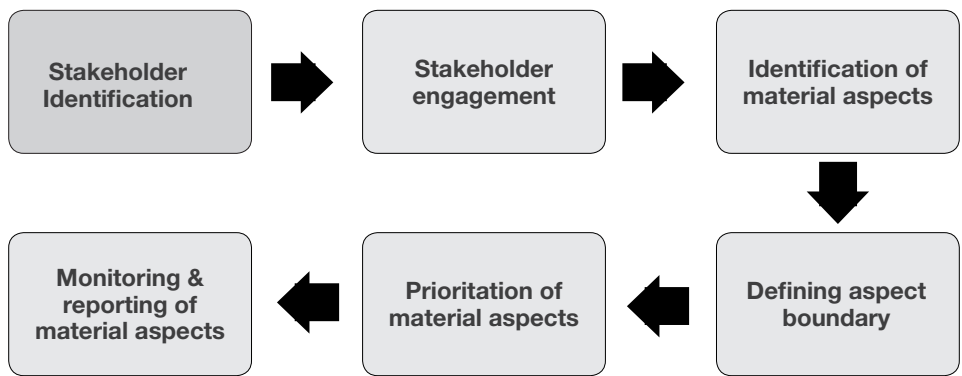
Industry, trade groups and policy organizations: JISL is member to major industry platforms nationally as well as internationally (e.g. WBCSD, CII, BCCI, FICCI, ASSOCHAM etc.), we engage with them in various industry collaborations, joint value creation initiatives and in policy dialogue etc.

Engagement with associates and their families: Associates are engaged through various direct and indirect employee welfare and feedback platforms run by the personnel and human resource development department. There are specific visits wherein associates and their family visit and interact with major departments of the company. A feedback system is also implemented and made accessible to all the employees to submit their feedbacks and thoughts on company's activities.

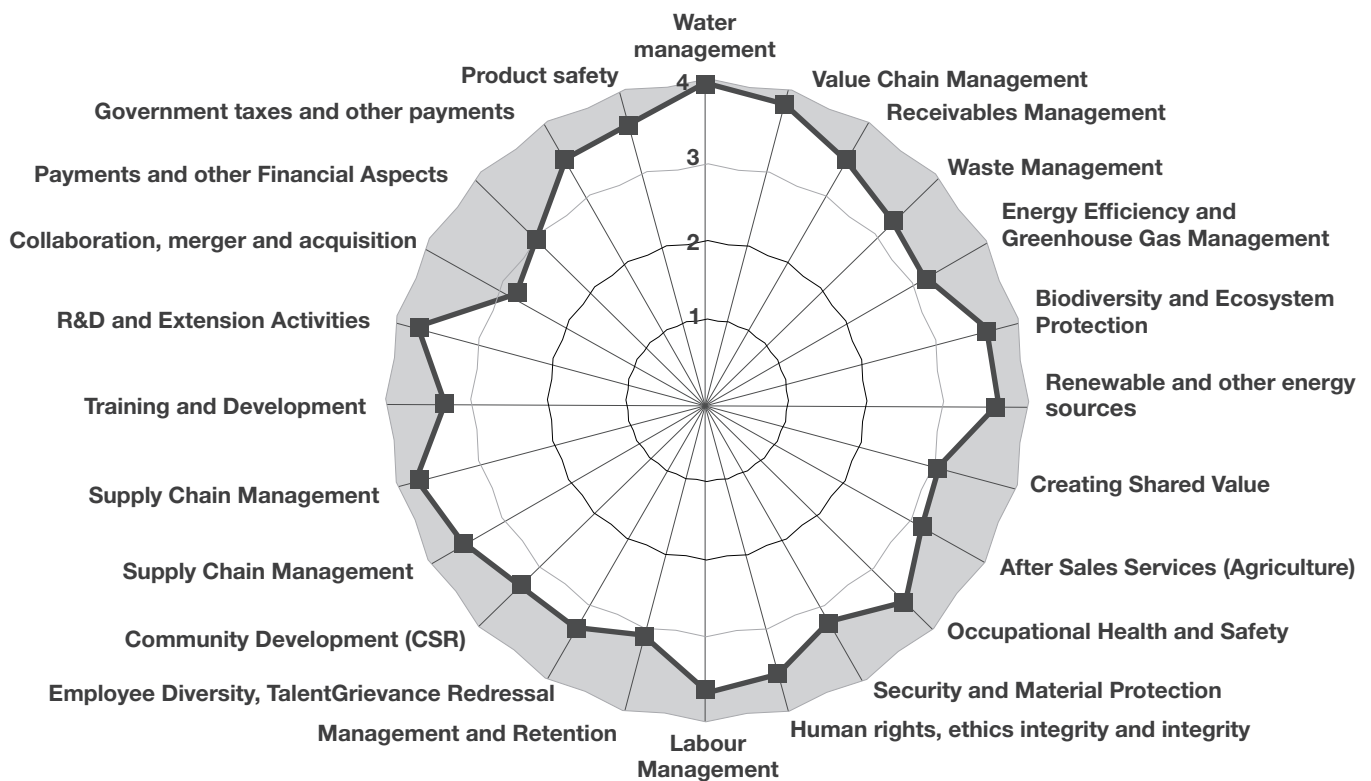
B) Stakeholder engagement for reporting purpose:

Although routine business activities keep us connected with a wide range of stakeholders, we also conduct comprehensive sustainability disclosure specific stakeholder consultation. Stakeholders representing diverse groups e.g. farmers, community representatives, suppliers, dealers, customers, NGOs, regulatory authorities and bankers participate in the meeting and provide their opinion on various sustainability issues.

Twenty five key sustainability topics were identified and discussed during the lastconsultation. In the end each stakeholder group gave a priority ranking on each of the identified sustainability topic.



Feedbacks gathered from internal consultations, ongoing routine consultations and specific external stakeholder consultations were compiled and analysed on the basis of priority rankings given to sustainability topics by various stakeholder groups. The following chart shows the priority issues for the organization arrived after stakeholder consultation.



PRINCIPLE 5: HUMAN RIGHTS

The very foundation of our Responsible Business model is the respect for human dignity. We have a comprehensive set of HR practices (as a part of HR Manual) guided by international Human Rights principles which encompasses the universal declaration of human rights, the ILO'S declaration on fundamental principles and rights at work and the United Nations guiding principles on business and human rights. We have a human rights policy in place and we have developed human rights manual and procedures based on this policy. We do not endorse any form of forced, compulsory, or child labour, directly or through our vendors. Till now we were doing only informal screening of our suppliers on human rights issue wherein we did not identify any operations or suppliers being at significant risk for child labour and forced or compulsory labour; but now we have started working towards inclusion of formal human rights screening in our formal screening procedures.

The human rights manual and procedures therein apply to all our manufacturing operations in India. Similarly our overseas plants have their own set of HR procedures as per the applicable laws of respective country and international standards. We are committed to identify, prevent and mitigate adverse human rights impacts resulting from or caused by our business activities before they occur.

PRINCIPLE 6: ENVIRONMENT

Jain Irrigation Systems Ltd. (JISL) works in the area of sustainable agriculture, renewable energy and water conservation with the motto "Leave this world better than we found it". Being the pioneers of sustainable agriculture, all our business activities have been carried out while safeguarding our environment and biodiversity. Further, our watershed and agro-forestry projects have helped in converting non-arable land into productive land, reducing soil erosion and replenishing the ground water aquifers.

Climate Change Mitigation Projects:

We have implemented and registered renewable energy and energy efficiency projects to generate green energy and mitigate climate change. Some of these projects are also registered under the Clean Development Mechanism (CDM) of the United Nations Convention on Climate Change (UNFCCC). By the end of FY 2019-20, the company had verified 38,637 Certified Emission Reductions (CDM carbon credits) and 3,620 Voluntary Carbon Credits. All our registered CDM projects have the potential to generate 30,000+ carbon credits per annum. Out of the registered CDM projects, solar and biogas-based power generation projects are also registered under the Renewable Energy Certificate (REC) Scheme. Jain Irrigation has pioneered the development of complete DC Solar Agri Pump systems in India. It is one of the few manufacturers of such pumping systems in the in the World. Perfectly matched components such as solar panels, controllers, pumps, screen pipes, casing pipes, filters are all designed and manufactured in-house by JISL ensure superlative performances and durability of the pumps. Over last few years, JISL has installed more than 25,000 Solar Agri Pump sets across India in 8 to 9 states which is more than 50% of the total installations in the country till date. The impact of Jain's solar pumping systems and solar power packs contribute to another 38,000 metric tons of CO2 reduction in the downstream Industries.



Compliance through Environment Management Systems:

We maintain and continually improve our overall environmental performance as per applicable national and international statutes and standards. JISL has formed a separate HSE team to monitor and report on its quality, environment and occupational health and safety indicators to the top management. Our manufacturing units are complying with the requirements of following international standards:

- 1) ISO 14001: 2015
- 2) ISO 50001:2011
- 3) ISO 14064: 2018

The above environment management systems help us in assessing the potential environmental risks and provide guidance for risk mitigation. In addition, the Company adheres to the IFC Performance Standard I, II, III, and IV to manage social, environmental and safety risks and impacts and to enhance development opportunities. All the emissions or wastes generated from our premises are within the given limits of CPCB, SPCB and IFC standards and their disposal is as per the applicable norms.

Biodiversity Enhancement through Watershed Development:

Biodiversity conservation and enhancement is connected with watershed and land use management in our manufacturing facilities. In Jalgaon alone, more than 1100 acres of our originally barren land is now home to more than 150 plant species and more than 170 notified animal species. The land had steep slopes and was devoid of ground water so we planned the soil and water conservation work accordingly. Forestation program was an integral part of our watershed development project. The greenery of young native trees and availability of water in percolation tanks helped create a suitable habitat for local birds, reptiles, amphibians and many other creatures. The small ecosystems created by us helped in improving the survival rate of plants in this difficult terrain by promoting seed dispersal and germination. Increased leaf area index lowered the evaporation from percolation tanks, thereby increasing the water availability. Availability of water is very crucial for sustaining any business which is true in our case too. We have three major manufacturing establishments now in the micro watershed of Jain Hills and Jain Valley. However, none of the manufacturing operations interfere with the habituated area of watershed. The natural territories of the animal species are conserved through habitat based approach.



We have done biodiversity accounting of following units:

Table-11: Details of biodiversity mapping at Indian Operations in FY 19-20^[11] :

Sr. N.	Site	Address	Biodiversity Accounting Done For Flora	Biodiversity Accounting Done For Fauna	Number of Notified Fauna Species	Number of Notified Flora Species	Number of Trees
1	Jain Agri Park, Jalgaon	Shirsoli Road, Jalgaon-425001, Maharashtra	✓	✓	105	67	90,754
2	Jain Food Park, Jalgaon	Shirsoli Road, Jalgaon-425001, Maharashtra	✓	✓			
3	Jain Energy Park, Jalgaon	Shirsoli Road, Jalgaon-425001, Maharashtra	✓	✓			
4	Jain Tissue Culture Park, Jalgaon	Takarkheda, Jalgaon-425001, Maharashtra	✓	✓	66	36	4,589
5	Jain Plastic Park, Jalgaon	N.H.No. 6, P.O.Box No. 72, Bambhori, Jalgaon-425001, Maharashtra	✓	✓	25	17	9,368
6	Jain Food Park, Chittoor Unit-1	100, Gollapalli, Village-Gangadhar, Madal- Nellore, Chittoor-517125 A.P.	✓	✓	27	30	1,045
7	Jain Food Park, Chittoor Unit-2	Avalkonda Road, Village-Gangadhar, Madal- Nellore, Chittoor-517125 A.P.	✓	✓		28	773
8	Jain Food Park, Vadodara	Village- Dhobikuva, Post-Muvad, Taluka- Padra, Vadodara Gujarat	✓	TBA	TBA	15	277
9	Jain Food Park, Udumalpet	S.F.No.248/2,3Ellayamuthur Village, Udumalpet Taluka, Tirupur-642154, Tamil Nadu	✓	✓	47	43	1,66,155
10	Jain Plastic Park, Hyderabad	S.No.587 & 588, Kondamagu, Mandal- Bibinagar, Nalgonda-508126, Andhra Pradesh	✓	✓	18	17	536
11	Jain Plastic Park, Alwar	SP No.1, Matsya Industrial Area, Alwar-301 030, Rajasthan	✓	✓	37	39	3,362
12	Jain Plastic Park, Bhavnagar	Survey No. 215, GIDCA, A/P- Ghangali, Taluka- Sihor, Bhavnagar-364240, Gujarat	✓	TBA	TBA	9	397

PRINCIPLE 7: POLICY ADVOCACY

We at JISL believe in co-creation and collaboration to achieve sustainable growth. We aim to create much higher societal value in our business eco-system and community by practicing proactive advocacy. Our purpose is not only lobbying the Government for securing certain benefits for our industry, but also advocating and promoting inclusive innovative practices for the larger benefit of the society.

We are active members of key business and industrial associations such as UNFCCC, Water Resources Group of WBCSD, World Economic Forum, India Water Tool initiative of WBCSD, TERI-BCSD, Water Footprint Network, Creating Shared Value Platform, CII Environmental Committee, BCCI Sustainability committee, ASSOCHAM Agriculture Committee, Bombay Chamber of Commerce, FICCI, and Global Water Partnership and ASABE. . Recently we have collaborated with IHE Delft for water accounting initiative in India.

Some of the key public issues in which we are proactively involved are:

[11] TBA- To be accounted

- Promoting innovative technologies in agriculture that create shared value for small holder farmers while contributing to conservation of environment and natural resources.
- Water accounting for valuing the water.
- Promoting transformation of India into a global agriculture powerhouse by creating a self-sustaining agri-cycle.
- Giving a new dimension to plastic by transforming it into an effective tool to fight climate change and to provide fundamental solution to the complex agricultural challenges and water supply challenges thus ensuring food, water and energy security for all.
- Actively promoting water conservation, low carbon economy model, zero waste management, green energy and pro-environmental initiatives.

PRINCIPLE 8: INCLUSIVE GROWTH

In the words of our Founder Chairman “A Corporation should understand and appreciate social issues and problems and must pro-actively take part in the society’s progress through the process of shared value, inclusive growth and social consciousness. Briefly stated, we must take a holistic view of our business as well as environmental and societal imperatives. They are inseparable.”

Completing the inclusive business circle:

The company offers farming inputs like micro-irrigation systems (MIS), seeds, saplings, PVC pipes, financing and training on good agricultural practices to help them produce larger quantities of higher quality crops. Jain Farm Fresh Foods Ltd. (erstwhile food division of Jain Irrigation Systems Ltd.) helps producers realise higher prices by purchasing fruits and vegetables from farmers for processing and sale in export and domestic markets. In this way, the company’s inclusive business touches the lives of farmers as both purchasers and producers. Our Self-Sustaining Agri-Cycle aims at transforming our farmers into successful entrepreneurs by providing complete solution to complex agricultural and climatic challenges. At present we work with more than 5,000 onion growing contract farmers for implementation of good agriculture practices and on farm health and safety practices through JAIN GAP implementation. Approximately 70% of the raw material for our onion dehydration facility is procured from these local contract farmers. In addition we provide training on micro irrigation and hi-tech farming to more than 50,000 farmers annually through our FAO Certified Jain Hi-Tech Agri Institute located at Jalgaon.

Our business model itself is such that there is value generated for each step. In addition we have a dedicated CSR team that ensures the direct transfer of resources to the community. We have a comprehensive CSR policy with defined CSR Programs/Projects. We engage with the local communities directly as well as through our foundations; Bhavarlal and Kantabai Jain Multipurpose Foundation (BKJMF), Gandhi Research Foundation (GRF). We spent over 0.7 % of average net profit of last three years¹⁰ on various CSR projects during FY 19-20.



PRINCIPLE 9: CUSTOMER VALUE

Customer value and the satisfaction have been at the core of our corporate philosophy since inception. Our corporate goal states "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." This goal further guides us to commit to "total customer satisfaction" and "Build and maintain market leadership".

We have always welcomed and lived up to customer expectation and aspirations. We strive to engage with our customer through our products and services which help them too for improving their overall environmental and social performance. We have developed various mechanisms to engage with customer. We engage with them through various extension activities (e.g. kisan mela, training program, workshops, customer feedback etc.). Given below is the customer resolution status during FY 19-20.

Table 12- Customer specific complaints data

Complaints Received from Customers	Complaints Pending	% Resolved
2516	17	99%

We have established a practice for obtaining work completion certificate from customers. We also participate in customer audits at the facilities of major customers across a diverse range of businesses like Hindustan Coca-Cola Private Ltd., Nestle, Alcatel, McCormick and Unilever. The company is a member of Sedex. Jain Farm Fresh Foods Limited's (JFFFL, a subsidiary from FY 16-17 onwards) fruit processing and onion dehydration plants undergo SMETA audits by third party auditors who verify compliance with local/international regulatory requirements. SMETA audits are recognized by customers for compliance with labour standards, health and safety, environment and business ethics.

We understand how crucial meeting customer expectations is to sustaining a business. In today's changing scenario, in addition to giving importance to timely delivery, price, and quality of products customers also have increased expectations regarding the social and environmental performance of the organisation, and its products and services. Our products and services not only meet global standards related to product quality, customer health, and safety, but also reflect our efforts to manufacture products with minimal environmental and social impact.

Concurrently, we prioritize our compliance by meeting standards related to product quality, customer health and safety, through product and service labeling, marketing communications and customer privacy. We intend to sustain growth by enhancing customer satisfaction, through the manufacture of quality products at optimum costs and by marketing them at reasonable prices to increase returns for all stakeholders.

Some of the major Customers in India and overseas are:

Indian Customers: Farmers (in all categories—marginal, medium and large), Reliance Jio, Aditya Birla Group, Bharti Airtel, GGRC, Gujarat Gas, BSNL, HFCL, Vodafone, IGL, Larsen and Toubro, Reliance, Tata Group, Mahanagar Gas, Power Grid, BEFESA, Ramky Infrastructure, Hindustan Coca-Cola Beverages, Hindustan Unilever, Nestle etc.

Overseas Customers: Farmers (in all categories—marginal, medium and large), Alcatel, ADM, Cargill, Coca-Cola, GE, General Mills, Innocent Drinks, Kerry Group, Mars Incorporated, McCormick & Company, Almarai, Mitsui and Co. Ltd., Nestle, SVZ Industrial Fruit and Vegetable, Unidelta, Worlee etc.

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