



# ***JUBILANT*** ***FOODWORKS***

**JUBILANT FOODWORKS LIMITED**  
**(‘the Company’ or ‘JFL’)**

**POLICY ON SUSTAINABILITY & BUSINESS**  
**RESPONSIBILITY**

## POLICY ON SUSTAINABILITY & BUSINESS RESPONSIBILITY

### 1. PURPOSE

We, Jubilant Foodworks Limited, part of the Jubilant Bhartia Group is highly committed towards harmonious and sustainable development of our earth and society from all corporate activities that we carry out.

The Policy Statement's reflects our priorities by exhibiting socially, ethically and environmentally responsible behaviour in governance of our business. The Policy also outlines our ESG focus areas by National Guidelines on Responsible Business Conduct (NGRBC) and our CSR and Sustainability Committee of the Board.

### 2. SCOPE

This policy covers our employees, vendor, contractual partners and other stakeholders across all geographies associated with us.

### 3. OUR PILLARS OF SUSTAINABILITY

Our policy is built on four pillars, focusing the food we serve, the planet we live in, the people and communities we support and our strong governance. We are committed to the principles of Sustainability and it's our responsibility to ensure compliance with this policy within their area of control.

#### FOOD

- We shall address our customers' needs for nutrition, food quality and safety for healthy ecosystems;
- We shall provide goods and services that are safe and contribute towards sustainability;
- We shall engage in responsible manner to deliver value to our customers and consumers;
- We will engage with our partners and workforce to eliminate food waste associated with our products and services;
- We shall ensure that information is disseminated in a clear, accurate, and timely manner, through the use of advertising and other digital platforms.

#### PLANET

- To reduce the impacts of climate change, we shall promote environmental awareness and conservation;
- We always respect, protect, and make efforts to restore our environment;
- We should promote the drive to a circular economy by consuming less and recycling more in order to generate better and healthier products;

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- We will ensure that all natural resources are managed efficiently and effectively, and we will continue to focus on lowering greenhouse gas emissions and reducing our impact on water, energy and biodiversity.

## PEOPLE

- We shall ensure that our employees and contractors have the right to work in a fair and safe environment (this includes fair pay, working hours, employee rights, and workplace health and safety);
- We shall promote the health and wellbeing of all employees and value chain partners;
- Company considers the interests of all stakeholders and shall respond to their needs, especially those who are underprivileged, vulnerable, or marginalized;
- We encourage diverse and inclusive growth, equitable development, and the promotion of human rights at all levels;
- We will continue to work with local communities around our plants for capability building to enhance their quality of life;
- We shall increase our workforce's and value chain partners' knowledge and competence by assisting them in adopting sustainability into their business decisions.

## GOVERNANCE

- We will promote ethical corporate standards and conduct ourselves with Ethics, Transparency, and Accountability;
- We promote corporate transparency and shall regularly monitor and review our sustainability performance;
- We shall engage responsibly with Government bodies, Industry Associations and Trade Organisations to convey our perspectives;
- We shall positively interact with stakeholders while following all applicable local and international rules, regulations, and standards (e.g. tax honesty, anti-corruption measures);
- We shall ensure that relevant environmental and social considerations are embedded in our business decisions addressing sustainability risks and opportunities.

We are committed to ensure our adherence to these principles of Sustainability and we look forward in building enhanced sustainable value by contributing to our planet.

This policy is approved by Board on November 8, 2022.

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