2024-2025

Jayanti Sustainability Report



Disclaimer:

This Sustainability Report has been prepared with reference to the GRI standards to provide stakeholders with an overview of the company's environmental, social, and governance (ESG) performance, initiatives, and commitments. The report is based on data, estimates, assumptions, and internal assessments available at the time of publication, and while reasonable efforts have been made to ensure accuracy and reliability, the company makes no express or implied warranty regarding the completeness or accuracy of the information presented. The report may include forward-looking statements related to future business strategies, sustainability goals, targets, and performance, which are subject to risks, uncertainties, and assumptions that may cause actual results to differ materially.

References to external standards, frameworks, or third-party sources are provided for informational purposes only, and the company does not guarantee their accuracy or completeness. The interpretation and use of this report remain the responsibility of the reader, and the company shall not be liable for any direct or indirect loss arising from reliance on its contents.

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A Message from our Managing Director

Sustainability is more than a Responsibility - It is our Purpose.

This year's report reflects a shift in how we work: from intention to measurement. In FY 2024-25 we completed our first full greenhouse-gas inventory across Scopes 1, 2 and 3, covering our Indian production sites and offices. We now have a credible baseline, and with it, the ability to set reduction plans grounded in evidence rather than estimates.

Our model remains built around farmers. Through Direct Farm Sourcing we work with 4,900 growers, and a quarter of our products are now sustainably sourced, on the way to our 2030 commitment of half. We completed cradle-to-farm-gate life cycle assessments for our three largest commodities, and our four Biodiversity Action Plans now reach pepper, cumin, turmeric and cassia farming communities across India and Vietnam.

In our operations, renewable wind and solar supplied 49% of our electricity this year. At Kinathukadavu, treated wastewater is returned to landscaping and garden use, and our On1y brand met its Extended Producer Responsibility obligations, recycling 46 tonnes of post-consumer plastic.

Sustainability at Jayanti is also about people. We are 1,119 colleagues across India, Türkiye and Vietnam. Women hold 44% of leadership positions, and our training and safety programmes reached every plant and sourcing region, alongside 450 women farmers in our growing communities.

The inventory also tells us where the work lies: most of our footprint sits upstream, in the goods and services we purchase. That is why our path forward runs through partnership, with our growers above all, and with the industry bodies, certifiers and customers who share these standards.

To our farmers, employees, customers, partners and shareholders: thank you. This report records a year of steady, measurable progress, and the foundations for more.



MILAN SHAH
Managing Director

Jayanti’s Sustainability Journey

Jayanti continues to strengthen sustainability performance across the value chain - from farming communities to end consumers. Jayanti’s efforts focus on three priority pillars: Responsible Sourcing, Food Safety, and Community Engagement.

Through these initiatives, Jayanti aims to build resilient supply chains, improve product integrity, and support better livelihoods for farmers while contributing to global food safety and security.

Jayanti’s Sustainability Pillars

Responsible Sourcing | **Food Safety** | **Community Wellbeing**

Let's Do Better - Sustainable Progressive Ambition

Our sustainable progress ambition is to improve by **10% year on year**.
The base year for monitoring and evaluating progress is 2020-2021.

2025 Milestones Achieved

25%
Sustainably Sourced Spices

40%
Positive Footprint with Impact Traceability*

25%
Women Participation Across Operations

*across GHG emissions and plastic recycling

Our commitment to sustainability is reinforced by globally recognised certifications that validate our food safety, ethical sourcing, and quality management practices.

These trusted standards ensure that every product delivered by Jayanti is not only safe and of the highest quality but also aligned with Jayanti’s vision of creating a more sustainable and transparent supply chain.

Exceeding Goals and Raising our Sustainability Ambition Every Year

Ensuring Excellence with Trusted Standards

BRCGS Food Safety CERTIFICATED
Preferred by Nature™
India Organic Jaivik Bharat
USDA ORGANIC
CANADA ORGANIC • BIOLOGIQUE CANADA
HALAL INDIA حلال INDIA www.halalindia.org
K

Jayanti's Progress to date on Sustainability contributions

Summary of Jayanti's Sustainability Performance Over the Years

Years

2010

Direct Farmer Sourcing Programme (DFSP)

Partnered with farmers to strengthen sustainable sourcing, productivity, and rural livelihoods

2012

Member of SSI

Promoted responsible sourcing practices for herbs and spices across the value chain

2014

Sustainable Certification Programme

Initiated farm-level sustainability certification programmes across agricultural sourcing regions

2017

Sustainability at Farm Level

Launched partnership programmes supporting sustainable farming and community development initiatives

2020

Memberships and Certifications

Achieved global sustainability certifications and strengthened biodiversity-focused industry partnerships

2021

Jayanti Sustainability Programme

Expanded sustainability initiatives across operations and achieved Single-Use Plastic Free certification

2022

Materiality Assessment

Conducted first materiality assessment and adopted the GRI reporting framework

2023

Global Partnership Projects

Initiated international partnerships supporting sustainable supply chains and gender inclusion programmes

2024

Sustainability Foundation Projects

Expanded biodiversity, community wellbeing, and GHG monitoring initiatives across operations

2025

Impact Measurement Approach

Introduced impact measurement for emissions, inclusivity, resource efficiency, and sustainable sourcing

Commitment to the UNSDG 2030



Building economic resilience for farming community



Ensuring equal participation in decision-making and access to resources



Enhancing water security through conservation, quality protection, and responsible use



Promoting sustainable utilisation of resources and waste management



Building climate resilience for the community and mobilising finance



Supporting biodiversity conservation and the protection of forest land



Emphasising partnerships for sustainable trade, people, and planet wellbeing

Sustainability Performance Highlights

ENVIRONMENT

49%
Electricity sourced from Renewable Wind and Solar

1,200
Acres of Land under Regenerative Agriculture for chilli

EPR
Compliance followed for domestic brand with 46 MT recycled in post consumer use phase

25%
Of Top 3 Commodities sourced sustainably in 2025

GHG
Carbon Footprint Monitoring conducted for Indian operations

LCA
Top 3 commodities LCA Cradle to Farm gate completed

SOCIAL

51%
Women in Workforce

25%
Women participation across operations through gender inclusivity and climate resilience programmes

24
Average Training Hours per employee

23,520
Hours of Total Employee Training completed

440
Employees trained in Health and Safety

450
Total Women Farmers engaged

GOVERNANCE

7 key crops
Covered by the Digital Traceability app, across 9 Regions and 3 Countries

100%
Return-to-work rate after Parental Leave

44%
Women representation in Leadership Positions

40%
Suppliers met complete Due Diligence and Assurance process

3rd
Consecutive year of UEBT Membership

Certifications
BRC, Rainforest Alliance, USDA Organic, Fairtrade and SMETA

Identity and Strategic Direction

Organisational Overview and Value Chain

Jayanti traces its heritage back to 1940, when it began as a family-run agri-commodities business focused on value-added spices, decaffeinated tea and natural caffeine. The Group's legal entities were established in the 1980s, marking a key phase in its growth. Over the decades, Jayanti has evolved into a market leader in spices and herbs, offering bulk, customer-specific packaging and private-label retail solutions to customers across the world. Its domestic retail brand, On1y, offers spices and herbs to the discerning Indian market.

Today, Jayanti operates across India, Türkiye and Vietnam, supported by commercial offices in the USA, Switzerland, the Netherlands, Germany, Italy and the UAE. Its integrated sourcing, processing and quality assurance model enables traceability, responsible sourcing and consistent product quality, serving customers across more than 40 countries.

Our vision

Enabling better food for all, with passion and integrity

Our Mission

Let's do better

Our Values

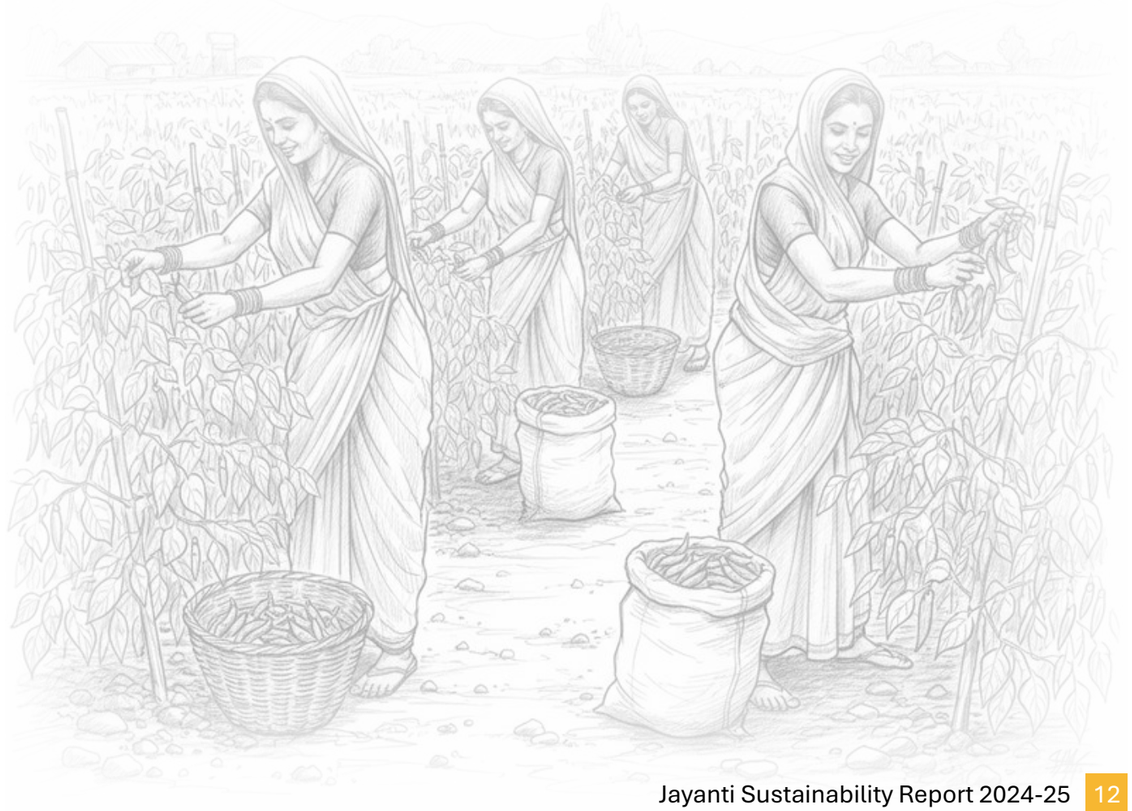
Safety, Collaborative, Entrepreneurial, Honesty

Food Safety and Quality
Ensuring safe, authentic products with full traceability from farm to fork

Sustainability
Advancing responsible sourcing, farmer empowerment, and environmental stewardship

Innovation
Continuously improving processes and developing innovative solutions to meet evolving global food needs

Integrity and People-Centricity
Fostering fair, human-centred relationships with farmers, employees, and partners



Jayanti's Organisational Structure

Jayanti's global operational framework is designed to ensure end-to-end control of the value chain - from sourcing and processing in key agricultural hubs to marketing and distribution across major international markets. Core sourcing and processing operations are anchored in three primary regions, managed by dedicated legal entities: Indian Products Private Limited (IPPL), India, which oversees extensive operations in India; Steam Lab Sterilizasyon Gıda Sanayi ve Ticaret A.Ş., Türkiye, and Jayanti Herbs & Spice Company Limited, Vietnam.

These production centres are complemented by a global marketing and sales network that connects Jayanti to a diverse customer base. This network includes Jayanti Herbs & Spice DMCC, UAE, Jayanti SA, Switzerland, and Jayanti Herbs & Spice Inc., USA. Together, this integrated structure enables robust supply chain control and strong international market reach.



Jayanti's go-to-market strategy spans multiple customer segments - from private-label solutions for global retailers to branded retail in India and high-volume bulk ingredients. This diversified approach enables the company to serve varied customer needs across regions and formats while maintaining consistent quality, strong traceability, and reliable value at every stage of the supply chain.

1. Bulk Ingredients

Jayanti supplies standardised, food-safe bulk spices, herbs, and extracts to food manufacturers, HORECA suppliers, and ingredient companies globally. Bulk shipments are optimised for efficiency and supported by full technical documentation.

> *Ideal for clients needing **large-volume procurement** with strict microbiological, residue and traceability assurances.*

2. Private Label

Jayanti partners with global retailers **to create custom-manufactured** herbs and spices under their private-label brands. Products are processed, blended, and packed at Jayanti's BRC-certified facilities and tailored to each market's needs - including origin, cut size, labelling, and pack format.

> *This channel leverages farm-level traceability, high-volume capability, and strong food-safety compliance.*

3. On1y - Our Consumer Brand

On1y is Jayanti's premium consumer brand for modern retail, **offering ready-to-use grinders** and seasonings crafted for freshness and convenience. The range brings together Indian flavour profiles, clean blends, and contemporary design in one package**.**

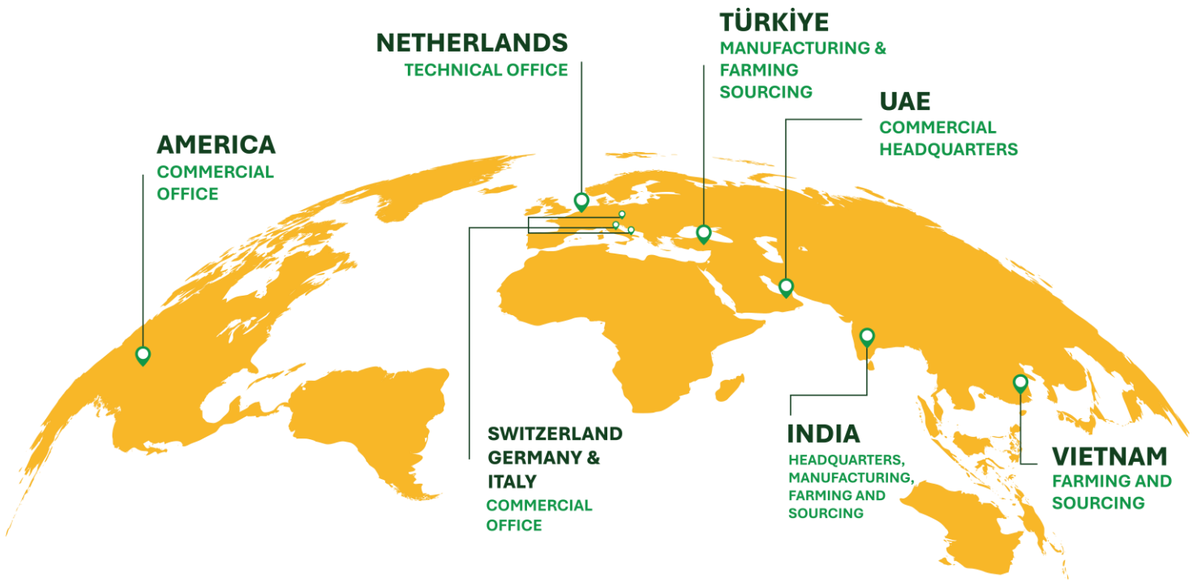
> *The brand reflects Jayanti's **innovation mindset** and enables direct consumer engagement in a fast-evolving market.*







SITES



Jayanti operates modern processing facilities across India and Türkiye, enabling efficient sourcing, food-safe processing, and global export readiness.

The India headquarters anchors operations, quality systems, and supply chain coordination across all production centres and global markets.

With commercial and trade offices in the UAE, EU, and USA, Jayanti stays closely connected to customers and market trends across more than 40 countries.

From farm partnerships to global trade, Jayanti's footprint reflects its purpose - connecting people, planet, and products through sustainable sourcing.

Who works with Jayanti

In total, Jayanti employed a workforce of 1,119 (across major operations) as of 31 March 2025.

Networks		
Metric	**2024-25**	**2023-24**
Direct Farmer Network	4,900	3,000
Partner Cooperatives / Clusters	10+	10+
Women Farmers Supported	450	375
Average Farmer Training Hours Per Year	150 hr / year/ crop	100 hr / year/ crop

Operations		
Metric	**2024-25**	**2023-24**
Processing Facilities & Offices	6	
Countries of Operation	9	
Volume of Spices processed (MT)	27,500.2 MT /year	

Sustainability Snapshot	
Focus Area	**Highlights**
Certifications	BRC, Rainforest Alliance, USDA Organic, Fairtrade, SMETA
Traceable Sourcing	3,340 MT (Chilli, Cumin and Pepper) of volume from Traceable Supply Chains
Wastewater recycle & reuse	11,124.7 m^3 STP/ETP Treated water (for the year 2024-2025) used for internal gardening purpose at main processing unit
Renewable Energy Share	49% of Total Energy Use

Inside Jayanti's Value Chain - India Operations

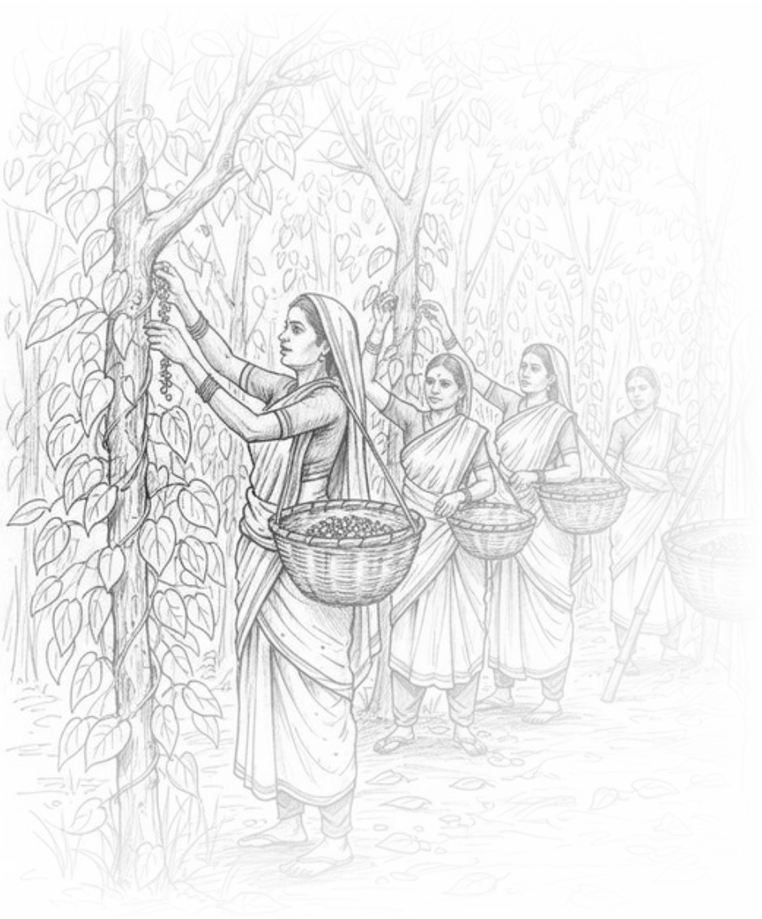
Jayanti Herbs & Spice
(Indian Products Private Limited.)

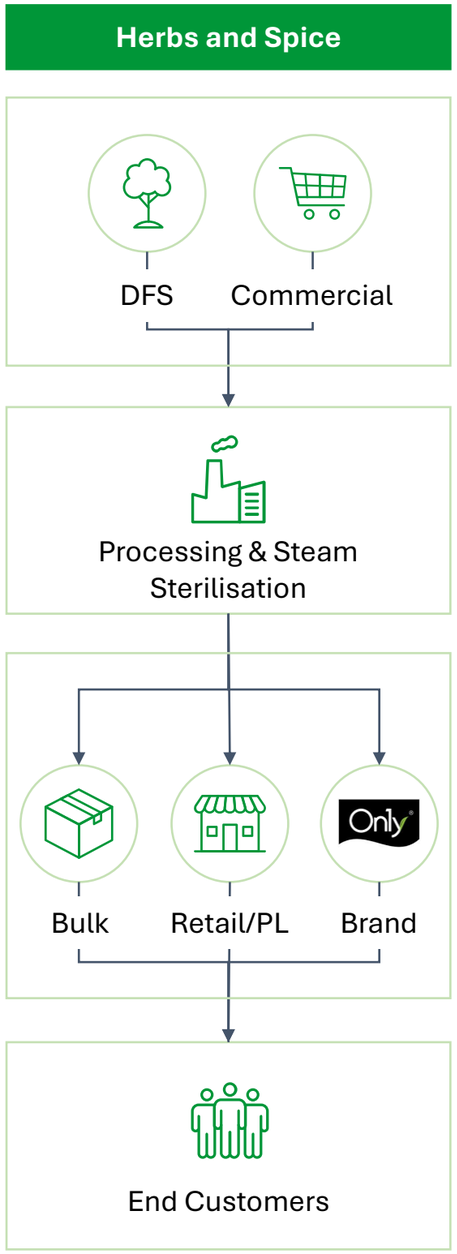
Founded in: **1980**

Headquarters: **Bangalore**

Number of employees: **959**

Number of female employees: **498**





Overview

Jayanti's Indian operations span four integrated processing facilities - in Tamil Nadu (Kinathukadavu & Kavundampalayam), Kerala (Walayar) and Gujarat (Bavla) - supported by corporate offices in Bangalore and Ahmedabad, creating a unified, export-oriented spice manufacturing network.

These sites collectively drive Jayanti's farm-to-fork operations, sourcing raw materials from key agricultural regions and processing them through cleaning, grading, grinding, blending, roasting, steam-treatment, and packing for global customers.

With modern labs, food-safety systems, and coordinated supply chain management across offices, Jayanti delivers black pepper, chilli, turmeric, cumin, blended spices and more with strong traceability, quality assurance, and international compliance.

Key Consumption Data for 2024-25	
Grid Electricity	2,031,576 kWh
Green Electricity	1,947,855 kWh
Total Electricity	**3,979,431 kWh**
Waste	196.8 t

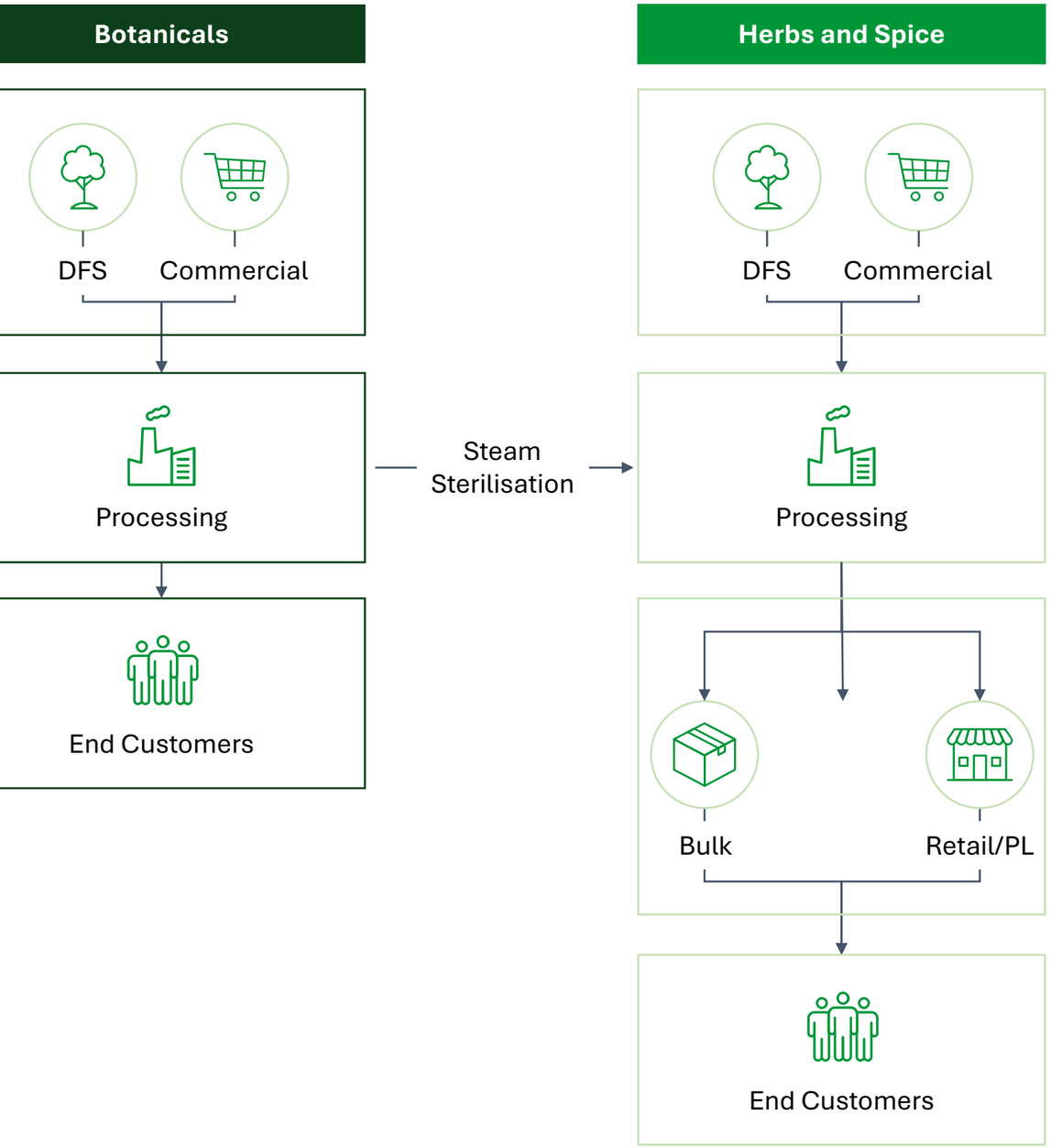
On1y is a consumer-focused food and spice brand under IPPL, operating within the company's integrated value chain and sustainability framework, with a strong focus on responsible sourcing, regulatory compliance, product quality, and ethical business practices.

During FY 2024-25, the brand's portfolio included Whole Green Cardamom, Cumin, Chilli Flakes, Oregano, and Pasta Mix, catering to household and retail markets and manufactured in accordance with defined food safety and quality standards.

On1y ensures environmentally responsible operations and 100% food safety compliance, with packaging aligned with Extended Producer Responsibility (EPR) and Plastic Waste Management Rules, enabling the recycling of 46 MT of Category I and II plastic materials in 2024, while all operations comply with applicable labour, occupational health and safety, and regulatory requirements.



Inside Jayanti's Value Chain - Türkiye Operations



Jayanti Türkiye Operations

Founded in: **2003**

Headquarters: **Izmir**

Number of employees: **130**

Number of female employees: **75**

Overview

Jayanti's Izmir facility serves as a key hub for sourcing and processing Mediterranean Herbs and Botanicals, including Oregano, Sage, and other spices such as Coriander and Fennel.

Supported by backward-linked farming programmes, it ensures full traceability and consistent quality from cultivation to packaging.

Certified BRC A Grade and equipped with steam sterilisation, the unit manages cleaning, grinding, blending, pasteurisation, and packing.

Its origin-based processing model enhances product safety, strengthens supply chain efficiency, and reduces environmental impact through local sourcing.

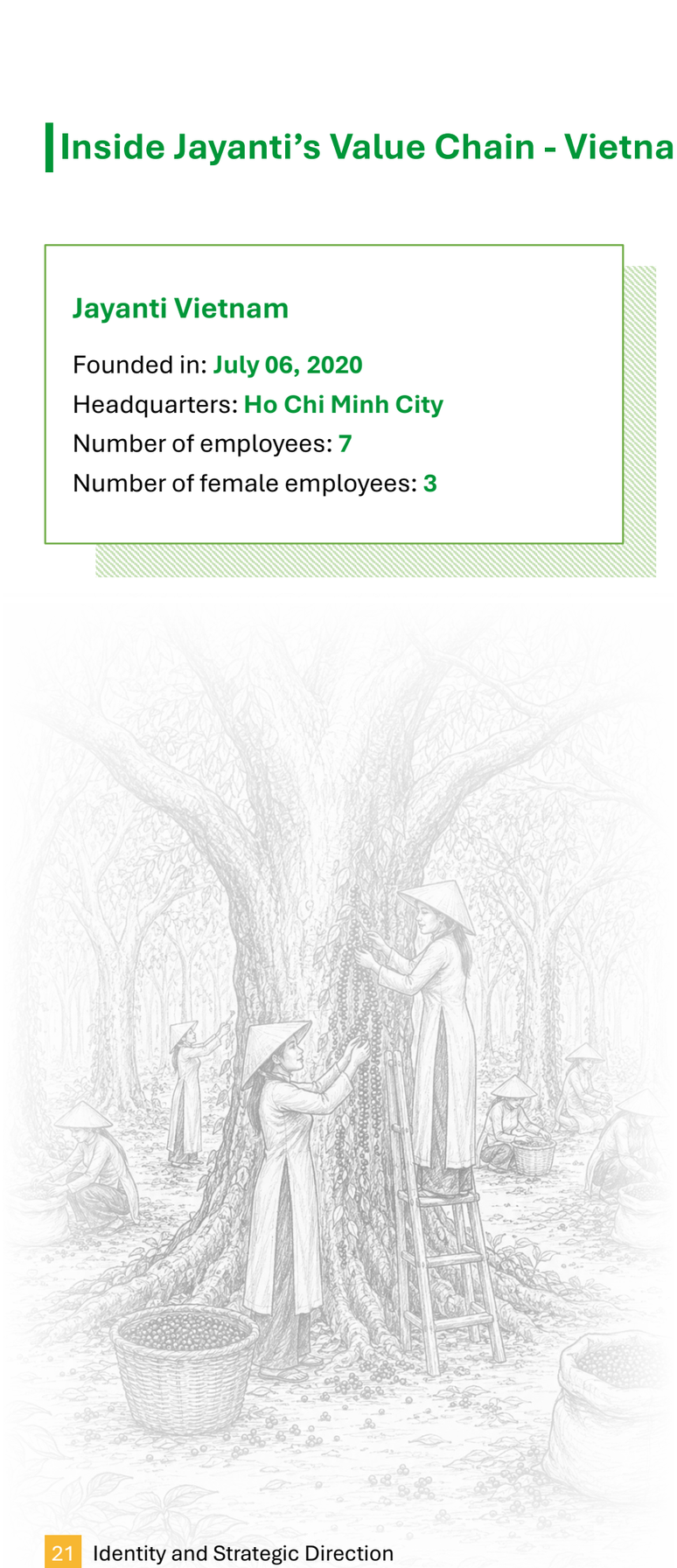




Inside Jayanti's Value Chain - Vietnam Operations

Jayanti Vietnam

Founded in: **July 06, 2020**
Headquarters: **Ho Chi Minh City**
Number of employees: **7**
Number of female employees: **3**



Herbs and Spice

DFS | Commercial

↓

Processing

↓

Bulk | Retail/PL

↓

End Customers

Overview

Jayanti's Vietnam unit is an integral part of its global herb and spice sourcing network, procuring primarily Black Pepper, Cassia, and other botanicals from locally integrated farms and ensuring full traceability from cultivation to packaging.

The facility strengthens access to Southeast Asian growing regions and supports year-round supply of key spices such as Pepper, Cassia, and other regional botanicals.

Aligned with Jayanti's backward-integration model, the Vietnam operation upholds rigorous food-safety, authenticity, and sustainability standards by sourcing from provenance plantations and maintaining farm-to-fork traceability systems.





Report Scope and Timeline

Jayanti is committed to strengthening responsible sourcing practices for flavours and spices. The company strives to build a transparent and resilient supply chain that supports growers, safeguards ecosystems, and delivers authentic ingredients to its customers. This Sustainability Report for FY 2024-25 outlines Jayanti's commitments, the progress made to date, and the priorities that continue to guide its efforts across environmental stewardship, social responsibility, and governance.

Reporting Frameworks and Standards

In line with Jayanti's commitment to transparency and stakeholder engagement, Jayanti has consulted a diverse range of stakeholders to ensure their perspectives are well represented in this report. Recognising their varied expectations, Jayanti enables stakeholders to connect and compare the key standards, frameworks, and disclosures that form the foundation of this report, which includes the following:

- GRI Universal Standard 2021
- UN Sustainable Development Goals

Scope and Boundary

This Sustainability Report presents the outcomes of Jayanti's initiatives for FY 2024-25. While the value chain spans India, Türkiye, Vietnam and key global markets, the scope of this report is primarily focused on HQ and major processing operations, including the Bangalore corporate head office and all processing facilities under direct operational control or majority ownership.

Insights on the international units are referenced where relevant to illustrate integrated global value chain; however, most quantitative disclosures, performance data, and sustainability indicators pertain to India and are prepared in line with GRI reporting boundaries and data availability.

The report reaffirms the company's pledge to transparency, accountability, and continuous improvement, highlighting how sustainability is embedded across core operations to create long-term value for stakeholders.

Commitment Towards Sustainable Development

Jayanti is dedicated to embedding sustainability across sourcing, processing, and global operations. Guided by international frameworks such as the UN Global Compact and the Sustainable Development Goals (SDGs), the company continues to strengthen responsible business practices, advance environmental stewardship, and support resilient farming communities. The long-term vision is to create value that benefits people, planet, and the markets it serves.



Feedback and Suggestions

Jayanti values the insights of its stakeholders and remains focused on continuous improvement. Stakeholder feedback helps strengthen sustainability performance and enhance the transparency of reporting. Jayanti welcomes thoughts, suggestions, and questions.



Name of Contact Person : Bhavik Desai

Job Title : Global Commercial Head

Address : Indian Products Private Limited, Queens Corner, 604, A 3, Queens Rd, Bengaluru, Karnataka 560001, India

Website : www.jayanti.com

Email : sustainability@jayanti.com

Stakeholder Mapping

Jayanti's stakeholder engagement framework is central to its responsible business approach. The company fosters trust and transparency by actively engaging growers, employees, customers, regulators, communities, and business partners in shaping its sustainability priorities and performance.

Stakeholder Engagement Framework

A structured approach to build trust, accountability, and innovation across the value chain.

Stakeholder Identification and Partnership
- Identify key stakeholder groups across the value chain
- Build transparent partnerships that strengthen the traceable sourcing model

Proactive Engagement and Dialogue
- Maintain regular farm-level interactions and buyer consultations
- Identify opportunities and address concerns early
- Strengthen resilience through continuous collaboration

Feedback Integration and Accountability
- Gather stakeholder feedback to improve operations and sustainability outcomes
- Embed insights into planning and decision-making

Collaborative Growth and Innovation
- Foster improvements in sustainable agriculture and value addition
- Enhance supply chain transparency and co-develop long-term value

Stakeholder Engagement Process

The company systematically engages with identified stakeholder groups to understand their perspectives, concerns, and expectations.

Stakeholder	Key Priorities	Mode of Engagement	Frequency	Objective
Farmers	Sustainable Sourcing, Living Income, Wellbeing	DFS Programme, GAP/IPM training, Farm Certifications and Access to Resources	Ongoing, Seasonal	Sustainable Volumes
Customers (Buyers)	Quality, Consistency, Traceability	Long term Business Engagement, Due-diligence, Collaborative Initiatives	Ongoing	Business Continuity, High Volume Transactions and Value chain Impact
Employees	Inclusivity, Growth, Wellbeing	Workshops, Training, Engagement Events	Ongoing	Empowered, Aligned Workforce
Regulatory Bodies	Adhering to Global Compliance (Food Safety, Sustainability, Environment, Social)	Due-Diligence and Reporting	Regular and Annual	Transparency and Market Presence
Local Communities	CSR, Biodiversity, Wellbeing	Collaboration and Sustainable Development	Ongoing, Annual	Supply Chain Resilience
Business Partners	Compliance, Impact, Collaboration	Include - Knowledge Platforms	Ongoing	Sustainable Business
Certifiers and Verifiers	Assurance, Recognition	Certifications, Audits, Partnerships	Annual, Ongoing	Transparency and Sustainable Claims

Policy Commitments

Jayanti is committed to responsible, traceable, and high-quality herb and spice sourcing and distribution across India, Türkiye, Switzerland, the UAE, and the USA.
In India, Jayanti markets its products under the domestic brand “On1y”. Sustainability commitments guide how products are sourced, processed, and delivered, ensuring responsible practices throughout the value chain, from farm to fork.

Direct Farmer Sourcing (DFS)

Jayanti partners with 4,900 farmers through its DFS programme, strengthening regenerative agriculture, biodiversity protection, responsible sourcing, and long-term livelihoods.

Climate-Responsible Operations

Across its global facilities, Jayanti advances renewable-energy adoption, efficient waste-management practices, and compliance with leading international sustainability standards - including the Sustainable Spices Initiative (SSI) and globally recognised audit frameworks.

Together, these commitments shape Jayanti’s policies and targets across environmental stewardship, social responsibility, and strong governance.

> Sustainability means nothing if it stays on paper. When we built these policies, we were thinking about real accountability: to our people, to the planet, and to the stakeholders who trust us to mean what we say. We asked ourselves whether we were truly taking care of our people, being honest about our impact on the planet, and willing to be held to account. These policies are our commitment to saying *‘Yes’*.
>
> **- Nalini Rao**
> AGM - Corporate Communications and CSR

ESG Pillar	Policies	Sustainability Certification	Membership	Collaboration
Environment • Resource Management • Pollution • Biodiversity	**Biodiversity Policy** (Organisational level)	USDA ORGANIC	Union for Ethical BioTrade – Sourcing with Respect	the sustainable trade initiative
	Safety, Health and Environmental Policy (Organisational level)	Rainforest Alliance – Forest Allies	IBBI India Business & Biodiversity Initiative	giz
	Environment Policy (Factory level)			
Social • Employees • Suppliers • Customers • Communities	**Gender Equality Policy** (Organisational level)	Global Security Verification	sustainable spices initiative	
	Human Rights Policy (Organisational level)	Workplace Conditions Assessment	Business for Nature	
	OHS (Occupational Health and Safety) (Factory & Farm level)	SMETA | Sedex		
	Gender Policy (Factory & Farm Level)	FSA		
	Grievance Redressal Mechanism (Organisational level) - *provides a channel for employees and communities to address social concerns.*	ESCAP		
Governance • Company Leadership • Internal Controls • Transparency	**Supplier Code of Conduct** (Organisational level) - *relates to business ethics and anti-corruption standards for partners.*	Ingredient UEBT Certified Sourcing with Respect		
	Whistleblower Policy (Organisational level)	BRC Global Standards		
	Sustainability Policy (Organisational level) - *sets the strategic direction for ESG governance.*			

Sustainability Goals and Targets

Goals	Target By 2030	Progress until 2024-25
Responsible Sourcing	**Target by 2030** Ensure **50%** products to be sustainably sourced *Jayanti aims for **10%** Products to be sustainably sourced year-on-year*	• Achieved Sustainable Sourcing for **25%** of Products • Increased Direct Farm Sourcing (DFS) Programme Growth • Improved and Scaled Biodiversity Action Plan (BAP)
Food Safety	**Target by 2030** Ensure **75%** positive impact at all operations level *Jayanti aims for **10%** traceability and regenerative value chain year-on-year*	• Achieved **40%** of the criteria on Due Diligence and Assurance • Progressed on Farm-to-Fork Traceability
Community Engagement	**Target by 2030** Ensure **100%** better and resilient communities *Jayanti aims for **10%** better and resilient communities year-on-year*	• Achieved **25%** Women Participation across Operations through Gender Inclusivity and Climate Resilience Programmes • Achieved **44%** Women Representation in Leadership Positions



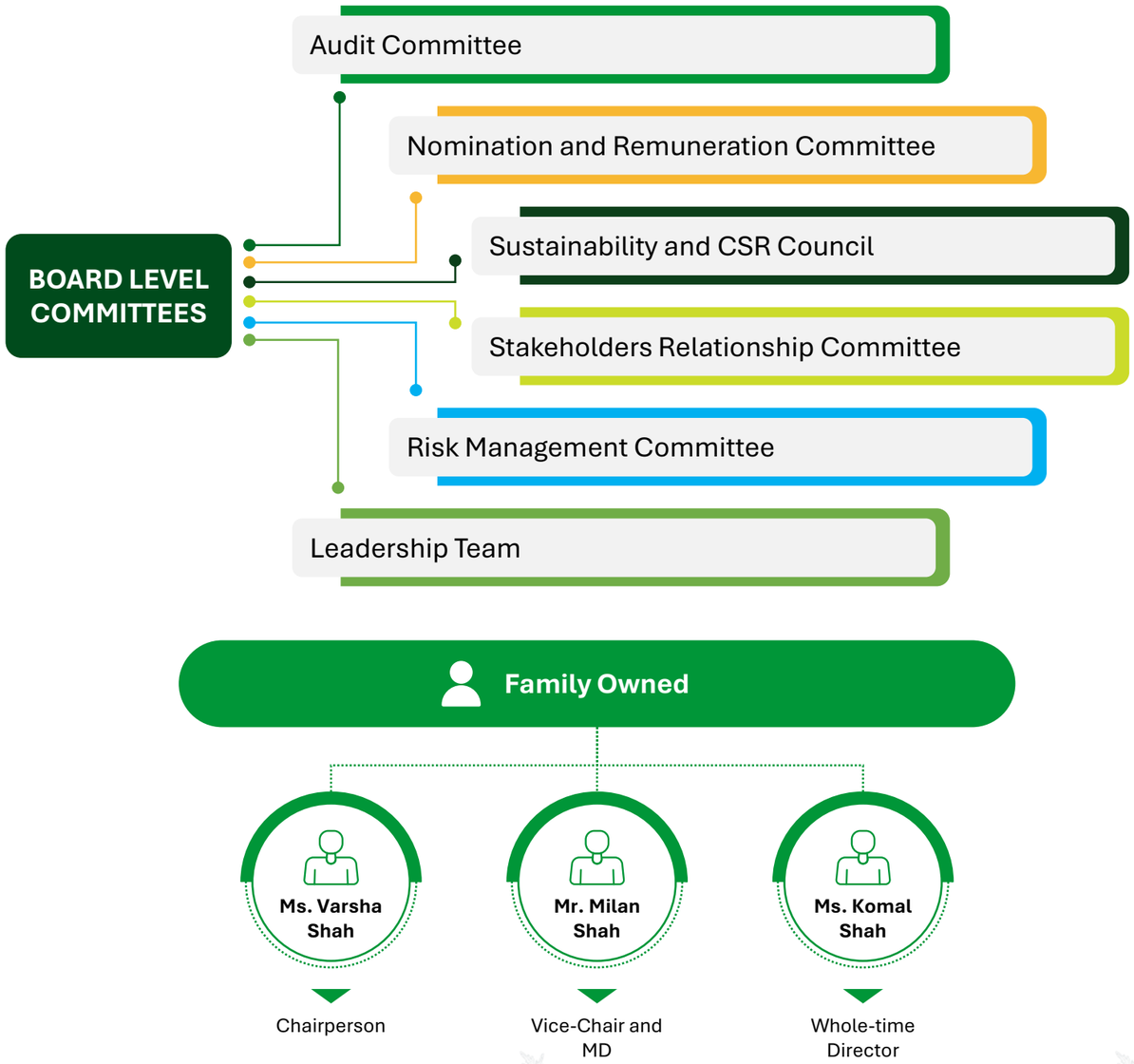
From policy to practice, we embed sustainability into the way we work, build it through continuous learning, and live it across every field, factory, and team.

-Maragathavalli Inbamuthiah,
- Head HR

Governance and Integrity

Jayanti's approach to governance and ethical conduct underpins its commitment to sustainability. The governance framework ensures accountability, transparency, and responsible decision-making across all levels of the organisation. It guides the management of risks, supports compliance, and enables the effective integration of sustainability commitments into day-to-day operations.

Governance Structure and Oversight



Role of the Highest Governance Body in Overseeing Impact Management

Jayanti's governance approach places the Board at the centre of environmental, social, and governance (ESG) oversight. ESG priorities, risks, and opportunities are reviewed and integrated into long-term business planning.

Oversight Mechanisms:

- **Company ESG Review:** Regular review of ESG performance, compliance with global standards, and progress against annual sustainability targets.
- **Dedicated Sustainability Team:** Material ESG risks and opportunities linked to climate change, resource efficiency, labour ethics, and supply chain practices are evaluated regularly.
- **Integration into Strategy:** ESG considerations inform investment decisions, sourcing policies, operational planning, and resilience-building across the supply chain.

Monitoring of Operational Risks:

- Routine risk assessments across supply chain, safety, compliance, and operations
- Real-time monitoring dashboards for transparency and accountability
- Monthly and quarterly reviews shared with internal and external stakeholders

Reporting and Disclosure:

- Annual Sustainability Report aligned with GRI Standards, UN SDGs, and other applicable frameworks
- Regular communication of key ESG risks, actions, and outcomes

Sustainability and CSR Council

Chairperson
Ms. Komal Shah

Members
Mr. Bhavik Desai
Ms. Aylin Unal
Ms. Syamala Gowri
Ms. Nalini Rao

Committee Mandate

1. Meet monthly to review ESG performance and progress
2. Oversee the implementation of sustainability strategies and programmes
3. Guide the annual CSR and sustainability budget
4. Monitor compliance with policies, regulations, and stakeholder expectations
5. Ensure transparent documentation and reporting of all sustainability activities
6. Provide direction on corrective actions and grievance-related issues
7. Strengthen stakeholder engagement at local and global levels
8. Publish yearly Sustainability and CSR reports

Board Accountability

The sustainability strategy is overseen by senior management and the Board, with long-term goals approved and locked through 2030. Each year, material topics, KPIs, and performance indicators are reviewed to track progress across production and supply chain operations. Internal tools - including SDG tracking and sustainability performance dashboards - enable continuous monitoring and are shared with relevant stakeholders for transparency and action.



At Jayanti, sustainability is governed with the same rigour and discipline as financial performance. Our Board provides strategic oversight, setting long-term priorities and reviewing material sustainability KPIs annually to ensure accountability across the organisation. Through transparent monitoring and structured reporting mechanisms, we can track progress consistently, assess impact across our operations, and take timely corrective action where needed. This governance framework reinforces our commitment to responsible growth while maintaining operational excellence and long-term value creation.

Bhavik Desai,
Chief Commercial Officer



Transparency principles

Jayanti has an in-house suite of ESG policies that reinforce transparency, fairness, and ethical decision-making across all operations. The most critical areas, including conflict of interest, whistleblowing, and grievance management, are supported by clear guidance for employee identification, disclosure, and management.

Purpose

- Ensure integrity and accountability in business conduct
- Avoid deviation from organisational vision by taking ownership and by supporting for continuous improvement
- Protect the company from reputational and compliance risks

How it works

Employees must adhere to the specified protocols, utilise the suggested channel of communication, be honest and transparent, and report in a timely manner as per the regulatory framework adopted at organisational level.

Following this the organisation will evaluate the risk and define mitigation steps. The respective policies act as a safeguard, particularly in procurement, hiring, and negotiations- areas where impartiality is essential.

INFO

Transparency principles cover

- Purpose and reference to aligned global standards
- Recommended ethical and sustainable practices
- Responsibility of corporate and management team
- Problem solving mechanism and action plan for resolution/ remediation
- Disciplinary actions



Policies and Redressal Mechanisms

Anti-Corruption Policy

Jayanti follows a zero-tolerance approach to bribery, corruption, and money laundering, ensuring ethical, fair, and transparent business practices across all operations.

Due Diligence and Record-Keeping

Due diligence is conducted before engaging third parties, especially those in high-risk regions or involved in significant transactions. All financial transactions are accurately recorded for transparency and auditability.

Governance and Reporting Mechanisms

Employees are encouraged to report suspected bribery or corruption through a confidential whistleblowing mechanism managed by the Ombudsman Committee. Violations are treated as breaches of the Code of Conduct and addressed through disciplinary action.

Training and Continuous Oversight

Regular training is provided to employees and relevant third parties on anti-corruption responsibilities. The policy is reviewed annually, or as needed, to remain effective and compliant.

Human Rights Policy

Jayanti's Human Rights Policy applies to employees, subsidiaries, joint ventures under direct control, and, where possible, suppliers, contractors, and supply chain partners. The policy aligns with the International Bill of Human Rights and ILO principles, supported by the Code of Conduct, Sustainability Policy, and SHE Policy.

Human Rights Commitments

The policy covers workplace health and safety, freedom of association, prevention of forced and child labour, equality, fair wages, working hours, and stakeholder engagement. Implementation is managed by the Sustainability and HR teams with oversight from the Human Rights Committee and regional grievance committees.

Child Labour Prevention and Monitoring

The Human Rights Policy includes measures for child labour prevention, verification, corrective action, family support, and involvement of external agencies where required. Regular training, stakeholder engagement, monitoring, and annual reviews strengthen implementation across operations and the supply chain.

Grievance Redressal Mechanism

INTERNAL

Jayanti operates a structured grievance mechanism for employees, farmers, partners, and communities, ensuring transparent and timely resolution of all grievances.

01 **Receipt of Grievance:** Grievances may be raised in person, in writing, or via email/phone. Each grievance is logged, assigned a reference number, and acknowledged within **7 days.**

02 **Assessment and Investigation:** Each grievance is assessed by severity (Levels 1-4) and investigated by the respective committee within **14 days.**

03 **Redressal:** Corrective action is initiated within **30 days**, with delays communicated transparently. Gender-specific grievances involve women representation and external experts as needed.

04 **Monitoring and Review:** Monthly reports track grievances and resolution status. Trends are reviewed for continuous improvement. Complaints are addressed at local, regional, and organisational levels through impartial review. Records are monitored to improve systems and prevent recurrence.

Whistleblower Policy

EXTERNAL

Jayanti provides a secure and confidential system for reporting misconduct, ethical concerns, and policy violations, ensuring anonymity, protection from retaliation, and timely resolution.

01 **Formal Advice and Concern Channels:** Employees and stakeholders can report concerns through confidential hotlines, ethics email, drop boxes, or directly to Compliance/HR teams.

02 **Accessibility and Anonymity:** The whistleblower system is accessible across all locations, with multilingual and anonymous reporting options through digital and physical channels.

03 **Protection Against Retaliation:** Jayanti enforces a strict Non-Retaliation Policy, protecting individuals from intimidation or adverse action. All reports are handled confidentially on a need-to-know basis.

04 **Review and Response Process:** All concerns are logged, acknowledged within **7 days** and investigated by the Ethics and Compliance Committee. Findings and corrective actions are documented for accountability and improvement.

Embedding Policy Commitments

Jayanti ensures that its sustainability, human rights, and ethical business policies are embedded across all operations. Regular training and awareness programmes help employees and field teams understand, implement, and uphold these commitments.

Employee-Level Training

Covers gender equality, human rights, ethical conduct, and sustainability practices.

Field-Level Training

Focuses on food safety, responsible sourcing, grievance processes, and community wellbeing.

Factory-Level Training

Includes health and safety, whistle-blower procedures, and human rights standards.

Collective Knowledge of the Highest Governance Body



- Jayanti's senior management team continually strengthens its understanding of sustainability through structured learning and regular updates. This includes internal training sessions, expert-led workshops, and periodic briefings on emerging ESG trends.
- **ESG and regulatory updates:** The Sustainability department provides ongoing insights into global ESG developments, evolving regulatory landscapes, stakeholder expectations, and sector-specific sustainability risks relevant to the herbs and spice industry.
- **Expert sessions:** External consultants and subject-matter specialists are engaged annually to conduct detailed sessions on key areas.
- **Decision-support tools:** Senior leaders receive ESG dashboards, case studies, benchmarking insights, and performance reports to support informed decision-making across the business.
- **Governance integration:** By embedding sustainability literacy into leadership processes, Jayanti ensures its highest governing body is well equipped to oversee and guide long-term sustainability strategy.

A broader perspective is also built through guidance received from global bodies and industry organisations, including AISEF, Spice Board India, IDH, SSI, ASTA, ESA,CII and others.

Jayanti has maintained full compliance with all applicable environmental regulations and has **not encountered any instances of non-compliance** during the reporting period. The company **strictly adheres to the conditions** and guidelines stipulated in the licences and permits **issued by the Pollution Control Board.**

Economic Value and Growth

Business Performance

Jayanti recognises that sustainable performance is inseparable from responsible value creation across its global value chain. The company's economic footprint supports employees, farmers, suppliers, investors, and local communities, reinforcing its commitment to inclusive and resilient growth in every region where it operates.

In FY 2024-25, Jayanti maintained steady business growth while strengthening sustainability-led efficiencies across operations. Key initiatives in renewable energy adoption, responsible sourcing, smart packaging optimisation, and waste reduction helped drive both cost savings and environmental gains.

These efforts reflect the belief that economic progress and environmental responsibility are mutually reinforcing - creating long-term value for all stakeholders while supporting a safe, traceable, and sustainable food system.



Regenerative Spice

Delivering safe, traceable, and sustainable products through quality, efficiency, and responsible production from farm-to- fork



Net Positive Impact

Safeguarding consumer health by providing pure, traceable, and responsibly produced food that meets the highest standards of quality and integrity



Better Life

Advancing inclusion, empowerment, and sustainable livelihoods to improve lives and create lasting positive impact

Indicator*

Revenue Generated

84.90 (m USD)

Total consolidated revenue from all Jayanti (IPPL)

Operating Costs

75.94 (m USD)

Direct and indirect costs, including raw materials, utilities, logistics, and administrative expenses.

Employee Wages and Benefits

4.64 (m USD)

Salaries, performance incentives, statutory benefits (PF, gratuity), and health and safety-related welfare.

Capital Investments

1.95 (m USD)

Interest payments on loans, dividends.

Payments to Government

0.39 (m USD)

Corporate tax, GST, excise and other statutory levies.

Community Investments

0.011 (m USD)

Supporting inclusive education and rehabilitation initiatives.

Indicative economic value retained

1.97 (m USD)

Payments to government entities not separately disclosed above

Sustainability*

0.18 (m USD)

Budget of sustainability per year.

Note: Sustainability expenditure is presented as an additional metric and is not part of the GRI indicator disclosures.

*Only IPPL data is included, Exchange rate used: 86.6

Supplier Engagement

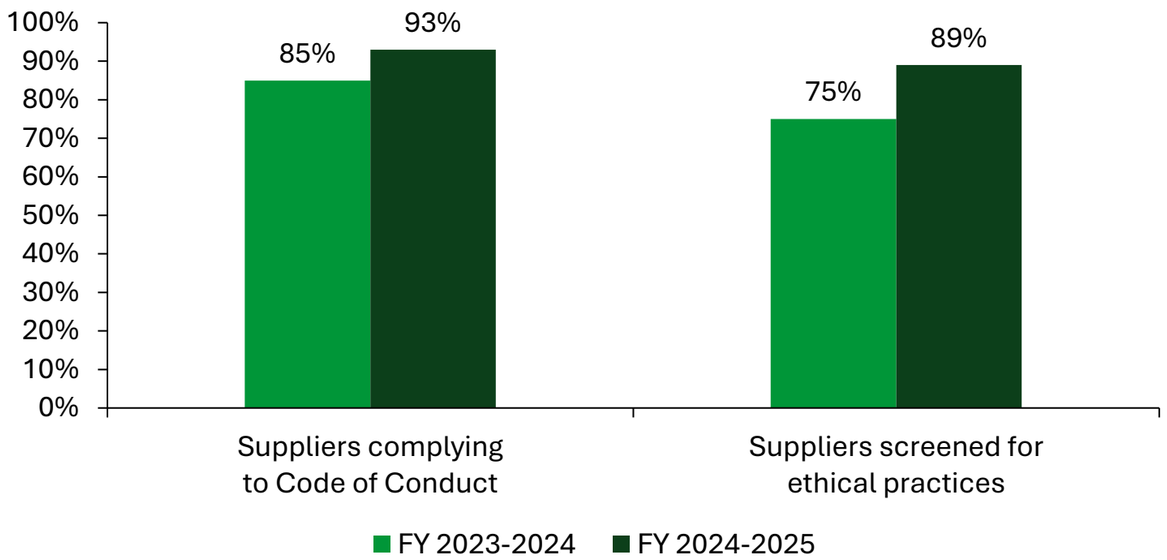
Local Procurement and Supplier Partnerships

Jayanti's procurement approach is anchored in **responsibility, transparency, and local value creation**. A resilient and ethical supply chain is built through strong partnerships with suppliers who share a commitment to sustainability, quality, and continuous improvement.

Local Supplier Contribution

In FY 2024-25, **of the total purchased, 50% of the raw material** was procured from **local suppliers**, strengthening regional economies and supporting shorter, more efficient supply chains. For Jayanti, *local suppliers* are defined as vendors located within the **same geographical region as Jayanti's Manufacturing Units**, typically within a **200-500 km radius.** This approach reduces transport emissions, improves responsiveness, and channels investment directly into local livelihoods and circular economic activity.

Supplier Performance
(Supplier Compliance and Ethical Practices)



Jayanti's supplier performance on sustainability including ethics & supply chain conduct improves year on year, achieving 100% compliance of all suppliers. For raw material, Jayanti is committed to reach a target of 50% sustainably sourced volumes of the total procured by 2030. As the supplier sustainability performance improves, there is progress in sustainable sourcing by 25% seen in the reporting timeline.

Procurement and Supplier Selection Process

Suppliers are selected based on both **technical requirements and sustainability criteria**. The **Supplier Sourcing Policy** prioritises vendors who demonstrate compliance with environmental, social, and governance standards, as well as technical specifications related to food safety and product integrity.

Every supplier undergoes a structured evaluation through Jayanti's **SCQA Framework** - a comprehensive approach that integrates Supply Chain Quality Assurance.

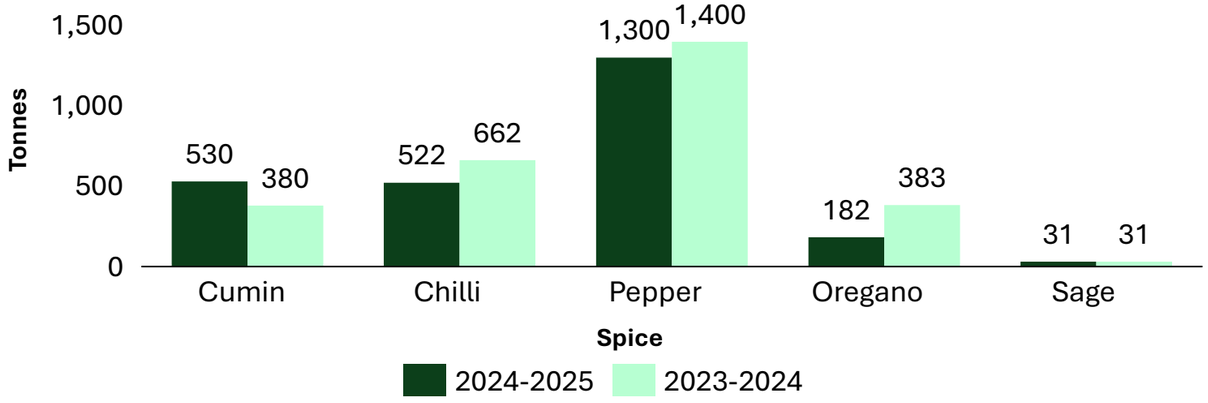
Step	Process Description	Key Evaluation Aspects
S Sample Approval	The supplier submits a product sample that is tested against the approved specification sheet for quality, consistency, and safety standards	Physical and chemical parameter testing; compliance with Jayanti's internal specification database
C Certification Verification	The supplier's compliance certifications are verified to ensure adherence to global food safety and sustainability standards	FSSAI, BRC, Organic Certification, UEBT, Rainforest Alliance, or equivalent third-party credentials
Q Quality, Social and Environmental Audit	A structured supplier audit is conducted by the procurement and sustainability teams	Evaluation of environmental management systems, worker welfare, ethical practices, safety standards, waste handling, and energy use
A Approval and Prioritisation	Only suppliers passing all audit stages are registered as approved vendors and prioritised in future sourcing cycles	Supplier performance rating and annual review; continuous improvement targets

Responsible Sourcing

Global supply chains face increasing pressure from climate change, biodiversity loss, and market disruptions. To stay resilient, Jayanti prioritises long-term, responsible sourcing grounded in transparency and strong governance.

Jayanti's **Direct Farm Sourcing (DFS) Programme**, supported by rigorous third-party certifications, ensures consistent quality, traceability, and ethical practices across the value chain - from farm to finished product.

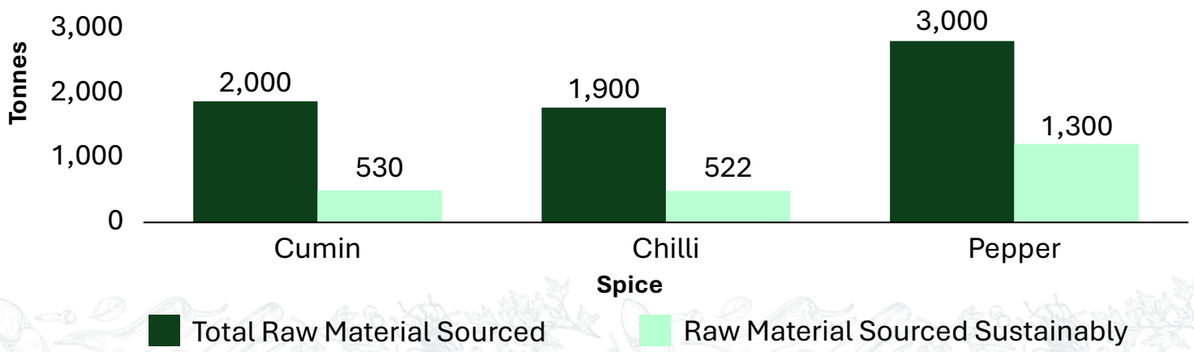
Sustainable Sourcing over the Years for Key Crops



Adverse weather, including heavy rainfall in India and drought in Türkiye, reduced sustainable Chilli and Oregano volumes.

The variation in volumes for cumin & black pepper is subject to market demand and avoiding surplus stocking.

Total Sourced Volumes vs Sustainably Sourced Volumes



Jayanti's collaborative approach strengthens sustainability impact through partnerships with leading global and national initiatives. These collaborations help advance responsible sourcing, biodiversity protection, and fair, ethical practices across the spice and herb value chain.

All India Spices Exporters Forum (AISEF)
Industry platform representing leading spice exporters in India, supporting quality, food safety, market intelligence, and policy advocacy.

Sustainable Spice Initiative (SSI)
Global initiative promoting sustainable spice supply chains through responsible sourcing, traceability, farmer livelihoods, and environmental practices.

UEBT - Union for Ethical BioTrade
Global membership organisation promoting ethical sourcing, fair benefit sharing, and sustainable sourcing of biodiversity-based ingredients.

ESA - European Spice Association
Pan-European association representing spice and herb producers and traders, supporting standards, regulatory guidance, and sustainable trade practices.

ASTA - American Spice Trade Association
Leading US spice trade association promoting quality, safety, traceability, and science-based industry standards.

IDH - The Sustainable Trade Initiative
Global organisation promoting sustainable and inclusive supply chains through responsible sourcing, traceability, environmental protection, and improved livelihoods.

Value Beyond Business: Sourcing for Shared Value

Building Resilient Tribal Farmer Communities

Jayanti's approach to responsible sourcing goes beyond procurement - it focuses on empowering farming communities, strengthening supply resilience, and promoting sustainable agricultural practices that protect both people and the planet.

Tribal communities in the Eastern Ghats of India have long been the custodians of traditional farming knowledge and biodiversity. However, their livelihoods are increasingly threatened by climate change, low productivity, lack of technical knowledge and limited access to markets. Recognising their importance in maintaining ecological balance and food security, Jayanti partnered with these communities to strengthen their resilience and improve their income through sustainable pepper cultivation.

Approach under the Responsible Sourcing Lens

Jayanti's DFS programme integrates training, technology, and social inclusion to create lasting value within farming ecosystems.

Knowledge Sharing

Conducting regular capacity-building programmes to strengthen production systems through **natural and climate-resilient farming practices**

Guidance and Training

Agronomists and sustainability experts work directly with farmers to **scale up traditional good practices** and improve resource management

Community Empowerment

Promoting **collective action at the landscape level** to enable community-led decision-making on resource use, biodiversity conservation, and market participation

Strengthening Livelihoods Through Sustainable Farming

Better Income
Year-round income for **3,000** tribal farmer families

Better Health
Access to free medical camps, health advice and medicine for **600 farmers**

Better Education
Support for a community school

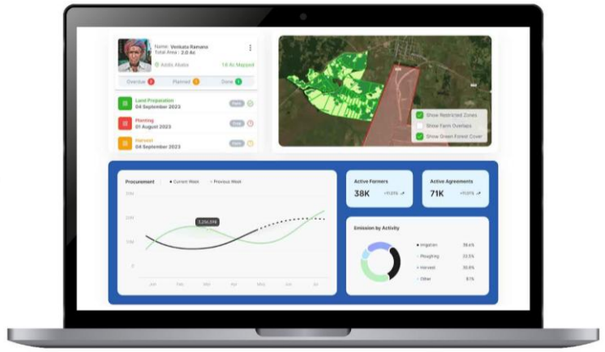
Better Productivity
Hands-on training for **1,000+ farmers** to improve yields and soil health

Value Beyond Business: Traceability and Food Safety

Ensuring Food Safety and Security from Farm-to-Fork

Jayanti's approach to food safety and traceability is central to responsible sourcing. Through its **Direct Farm Sourcing (DFS)** framework and digital integration with blockchain technology, the company ensures end-to-end traceability across the value chain, from farmer onboarding to customer delivery. This enables real-time monitoring of social, environmental, and quality parameters, ensuring that every product meets stringent standards of transparency, traceability, and compliance.

Key Measures for Food Safety and Traceability



- **Product quality :** Continuous monitoring of pesticide residues, environmental risks, pest/disease incidence, crop health, and yield
- **Digital Verification:** Unique ID assigned to each crop batch, linked to GPS, farmer and input data
- **Training and Awareness:** Farmer training on GAP, health and safety, risk identification and mitigation, input management, sustainable resource use, and grievance redressal
- **Zero Contamination Fields:** No fuel or chemical leakage; all chemical mixing conducted outside crop zones

What Jayanti has done to ensure Traceability

7 key crops covered through digital traceability app

Socio-environment data **of 9 regions and 3 countries** collected

100% due diligence completed for priority raw materials

Processing-to-delivery tracking supported through internal digital tools

Crop-Level Insights (2024-25)

Crop	Region	Farmers Engaged	Area (Ha)	Traceability and Sustainability Insights
Red Chilli (IPM, UEBT, Organic)	Andhra Pradesh, Karnataka, Tamil Nadu	262	782	Full traceability across IPM, UEBT, and Organic projects; All farms are geo-tagged; Strong waste segregation and sustainability practices
Cumin	Rajasthan	102	1,482	100% field-level traceability under UEBT; Integrated biodiversity data on Neem, Tamarind, and Ber species; Water-efficient practices through sprinkler irrigation; Low contamination risk
Black Pepper	Andhra Pradesh	2,561	1,646	Blockchain-based mapping across all geo-tagged farms; Improved yields through weather optimisation; Continuous soil and nutrient management; Fully traceable UEBT-certified production
Turmeric	Karnataka, Tamil Nadu	63	76	100% field-tracked crop production with manual earthing and weeding; Targeted nutrient application; Farmers use traceable field operations and composting practices
Husk	Rajasthan	50	223	Fully traceable through unique field IDs; Zero pest and disease incidence; Manual weeding supports soil health; Non-GMO seeds with verified quality certificates
Dill	Rajasthan	26	110	100% traceable through blockchain technology; Sustainable nutrient management; High uniformity and quality; Waste safely segregated at farm level
Fenugreek	Rajasthan	21	69	Traceability embedded through farmer training; Low chemical input use; Eco-friendly composting and organic fertiliser applications tracked

> Jayanti creates value by ensuring complete transparency across its supply chain for partners and customers. Through a digital traceability platform that captures data in real time from farm to fork, our field teams and stakeholders can easily view supply chain risks, sustainable outcomes, and crop performance.
>
> **- Tulasi Priyamvada**
> Assistant Manager Sustainability

Value Beyond Business: Community Engagement

Empowering Women through Sustainability and CSR Initiatives

Jayanti's sustainable and CSR programmes strengthen responsible sourcing and drive social inclusion-especially for women farmers.

In many agricultural regions, women play a central role in resource management and food systems, yet face barriers such as access to land, finance, and fair wages. Jayanti integrates **gender empowerment** across all farmer engagement and training activities.

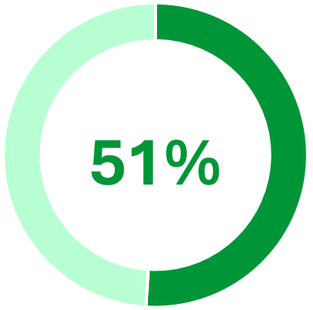
Capacity-Building Sessions:
Training sessions conducted to equip women farmers with sustainable agriculture practices, food safety knowledge, and resource management skills

Inclusive Participation:
Active involvement of women farmers in decision-making, with access to training, agricultural tools, and incentive programmes

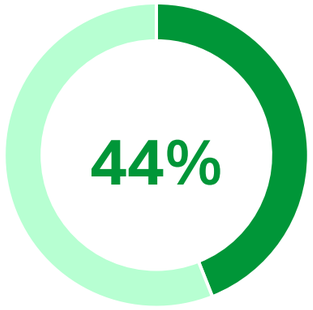
Gender Sensitivity Workshops:
Workshops conducted to strengthen awareness of equity, equal opportunity, and shared leadership across farming communities

Women Representation:
Increased participation across operations, ensuring meaningful engagement at both farm and factory levels

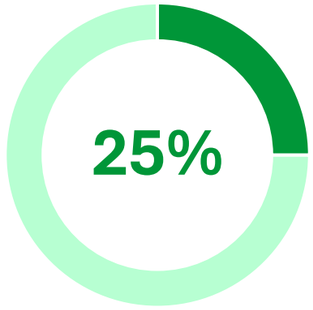
Inclusion Impact



Women in Workforce*



Women in Leadership Positions



Women Participation across Supply Chain

There are **on-site inclusion initiatives** through which women workers in processing units are upskilled using the **Trainer of Trainers (ToT) model**. In 2025, five lead women workers advanced into Training Operator roles - a key step towards building internal leadership and long-term empowerment.







Materiality and ESG Prioritisation

Jayanti’s Materiality Approach



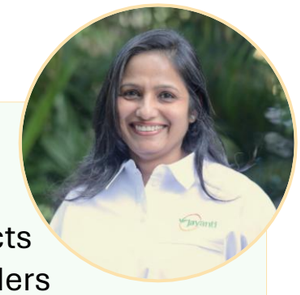
Jayanti’s material topics represent the environmental, social, and governance issues that most shape long-term resilience and value creation. These topics help focus on what matters most to the company’s stakeholders and guide disclosures in line with leading global standards.

These material topics form the backbone of Jayanti’s sustainability strategy and define where the company concentrates its resources, governance oversight, and performance management efforts.





The assessment began with the SASB Materiality Map, which helped Jayanti evaluate 18 ESG topics across environment, social capital, human capital, business model and innovation, and governance.



A materiality assessment is more than a reporting exercise; it is a strategic lens that helps us see where our operations truly intersect with what the world expects of us. By identifying what matters most to our stakeholders and to our business, we can make sharper decisions: where to invest, what risks to get ahead of, and which initiatives will create lasting impact. For Jayanti, this process is central to how we build a business that is not just commercially resilient, but genuinely responsible.

- Komal Shah
Director

Steps to Identifying Material Topics

Establish SASB as the Baseline
SASB's industry-specific materiality guidance served as the baseline for identifying globally relevant ESG topics.

Integrate EU Priority Requirements
European regulatory priorities were incorporated to strengthen alignment with evolving expectations.

Incorporate Internal Business Priorities
Leadership, operational, and stakeholder perspectives were integrated to reflect the business context.

Consolidate and Prioritise Key Topics
Inputs were consolidated and assessed to identify the ESG topics most material to the business and its stakeholders.

Link Topics to KPIs and Targets
Prioritised topics were linked to ESG targets and KPIs to support accountability and performance tracking.

Material Topics Selection Process

To identify its material topics, Jayanti conducted a double materiality assessment, evaluating both the impacts of its business activities on society and the environment and the influence of ESG-related issues on the company's long-term value creation and performance.

This process combined internal analysis with input from key stakeholders - including employees, suppliers, customers, and leadership - to ensure that the topics reflect operational realities and stakeholder expectations.

The outcome is a refined set of ESG issues mapped onto a two-dimensional materiality matrix. These priority topics now form the basis of Jayanti's KPIs, targets, and ESG programmes going forward.

Materiality Assessment Methodology

Jayanti conducted a double materiality assessment to evaluate ESG topics based on their impact on both business performance and society/the environment. The assessment was aligned with SASB, GRI, EU ESG priorities, and Jayanti's internal focus areas.

A long list of 18 ESG topics was assessed through consultations with internal and external stakeholder representatives across leadership, operations, sustainability functions, customers and suppliers. Each topic was scored on a three-point scale (Low, Medium, High) across two dimensions:

Impact on Business - Financial, Operational, Regulatory, and Market Relevance

Impact on Society & Environment - Environmental, Social, and Community Impacts

Weightage was applied to prioritise topics with higher relevance to regulatory expectations, export market requirements, operational risks, and stakeholder concerns. Topics consistently identified across global frameworks and internal priorities received higher significance. The results were mapped onto the double materiality matrix to identify Jayanti's priority ESG topics.

Double Materiality Matrix



01. (GHG) emissions
02. Energy management
03. Water and Wastewater Management
04. Ecological Impacts
05. Waste and Hazardous Materials Management
06. Human Rights and community relations
07. Product quality and safety
08. Selling Practices and Product Labelling
09. Labour Practice
10. DEI in Governance and Employment
11. Women Inclusivity
12. Employee Health and Safety
13. Employee Engagement, Diversity and Inclusion
14. Product design and life cycle management
15. Supply chain management
16. Material sourcing and efficiency
17. Physical Impacts of Climate Change
18. Management of the Legal and Regulatory Environment

X-Axis (Impact on Business):
Measures how each topic could financially or strategically affect Jayanti - including costs, supply chain continuity, regulatory changes, customer expectations, or operational risks.

Y-Axis (Impact on Society):
Measures how Jayanti's operations and value chain affect people and the environment - such as emissions, water use, labour conditions, community wellbeing, or resource consumption.

Climate and Environmental Stewardship

GHG Emissions

Methodology and Organisational Boundary

Production Plants

Kinathukadavu, Tamil Nadu

Walayar, Kerala

Kavundampalayam, Tamil Nadu

Bavla, Gujarat

Corporate Offices

Bangalore, Karnataka

Ahmedabad, Gujarat

A. Organisational Boundary

1. **Covers 6 units under Jayanti's operational control in FY 2024-25**
   (4 processing plants - Tamil Nadu (Kinathukadavu & Kavundampalayam), Kerala (Walayar), Gujarat (Bavla); 2 corporate offices - Karnataka (Bangalore), Gujarat (Ahmedabad)
2. **These units represent most of the activity and emissions**
   (providing a complete consolidated picture for reporting & action)
3. **Balanced mix of production (major emitters) and offices**

B. Methodology

Framework: GHG Protocol - Corporate Accounting & Reporting Standard

Scopes covered:

- *Scope 1*: Direct fuel use (Briquettes, diesel, wood)
- *Scope 2*: Purchased electricity
- *Scope 3*: Indirect emissions across value chain (purchased goods, packaging, logistics, waste, travel)
- **Emission factors:** DEFRA (2024), CEA India Grid Mix, EPA, GHG Protocol, ecoinvent, GLEC etc.
- **Data period:** FY 2024-25 (April 2024 - March 2025)

This assessment provides a comprehensive, GHG Protocol aligned baseline for Jayanti's six key sites, establishing the foundation for future sustainability reporting and action.

Jayanti initiated a pilot GHG accounting exercise in 2023, covering its major operational sites in India. Building on this foundation, the company is progressively expanding the scope and strengthening its GHG accounting practices, supported by a roadmap for improved data coverage, accuracy and reporting in the years ahead.

Overview and Scope-wise Breakdown

FY 2024-25 marks Jayanti's first complete GHG emissions inventory, establishing a robust baseline for climate action roadmap. This assessment reflects its commitment to measuring, managing, and reducing emissions across the value chain in line with the GHG Protocol. Operational control boundaries were applied, ensuring that all of Jayanti's India entities were included.

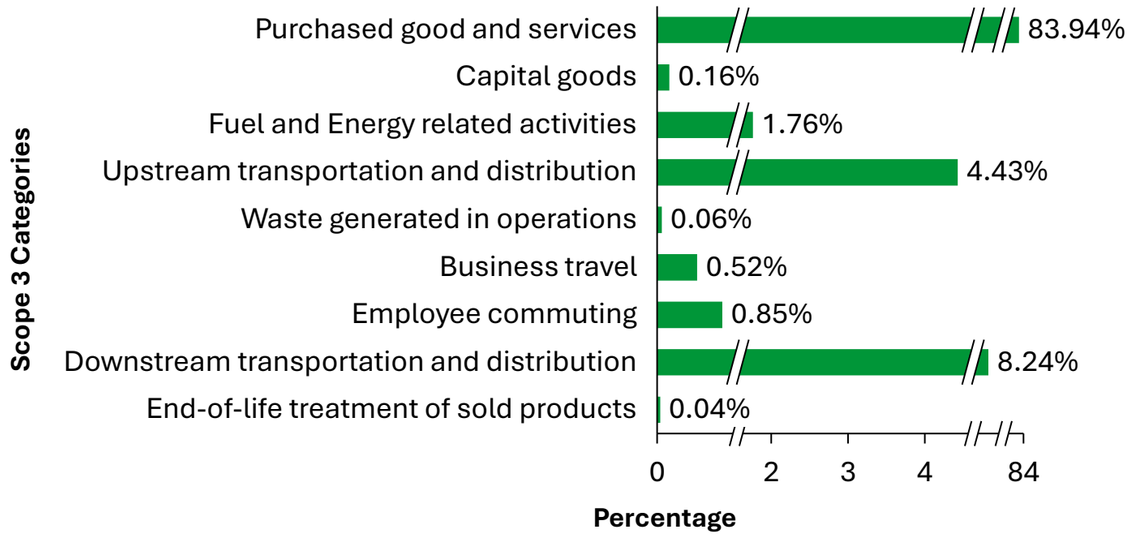
Emissions Breakdown By Scope, TCO_2e

Scope		Categories	Carbon footprint (tCO_2e)	Percentage Contribution of Overall	
1 Scope 1	Scope 1.1	Company vehicles	9.6	7.2%	0.02%
	Scope 1.2	Fuel Consumption on site	3,372.7		7.05%
	Scope 1.3	Fugitive emissions	6.1		0.01%
	Scope 1.4	Process emissions	53.7		0.11%
2 Scope 2	Scope 2	Electricity (Location Based)*	**1,537.9**	**3.2%**	**3.22%**
3 Scope 3	Scope 3.1	Purchased goods and services	35,950.7	89.6%	75.20%
	Scope 3.2	Capital goods	67.1		0.14%
	Scope 3.3	Fuel and Energy related activities	752.3		1.57%
	Scope 3.4	Upstream transportation and distribution	1,896.0		3.97%
	Scope 3.5	Waste generated in operations	28.0		0.06%
	Scope 3.6	Business travel	224.3		0.47%
	Scope 3.7	Employee commuting	362.3		0.76%
	Scope 3.9	Downstream transportation and distribution	3,530.3		7.38%
	Scope 3.12	End-of-life treatment of sold products	15.5		0.03%
Total			**47,806.5**	**100%**	**100%**

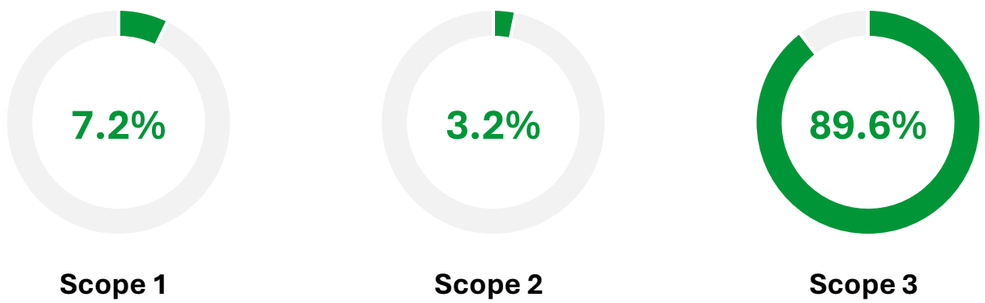
Total emissions ~47,806.5 tCO_2e, FY 2024-25

Note: 49% of Jayanti's electricity is sourced from renewable energy, including wind and solar, contributing to lower Scope 2 emissions.

Scope 3 Emissions: Percentage Contribution Per Category*



Scope 1, 2 and 3 Emissions Split



Climate change related disclosures

- Jayanti participates in the UNFCCC COP Climate Business Forum and related climate leadership platforms.
- As a member of the Oil Climate Change Delegation (2022-2024), Jayanti participated in discussions on climate-smart agriculture, mitigation strategies, and nature-based solutions.
- Product-specific advocacy and regional initiatives are supported through industry collaborations.

Note: Axis breaks are used to accommodate significant differences in category contributions while maintaining readability. Values represent the actual percentage contributions.

Energy Management

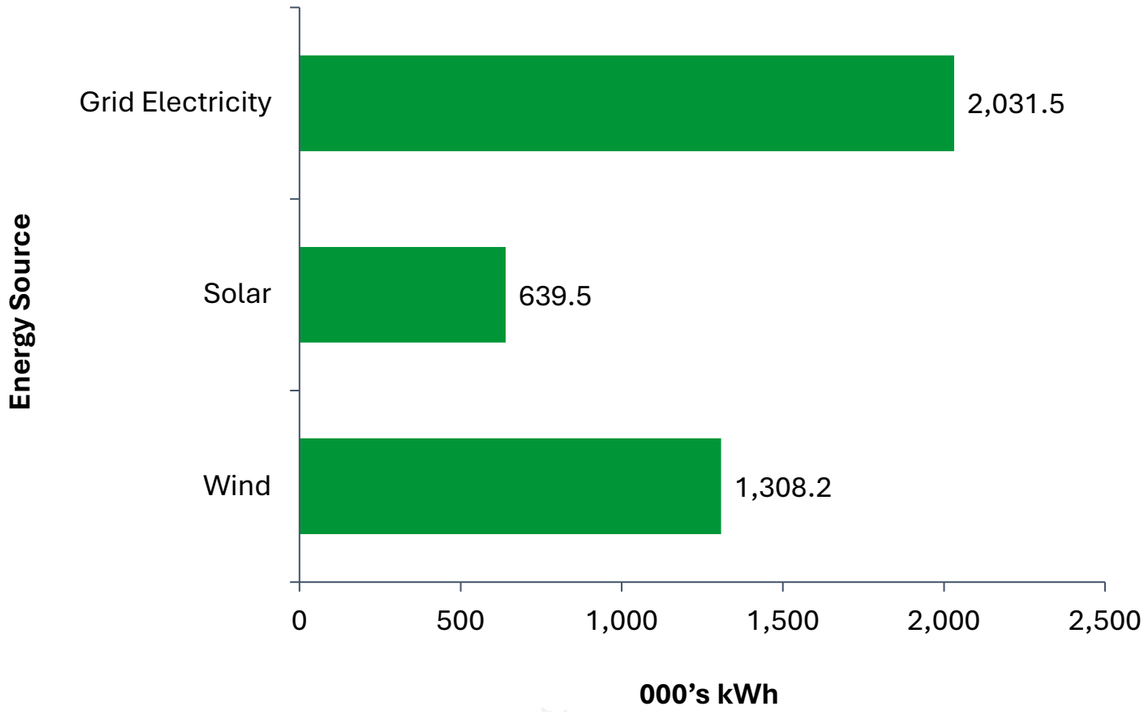
Jayanti continues to advance energy efficiency and renewable energy integration as part of its low-carbon, resilient business model.

In FY 2024-25, total electricity consumption stood at **3,979,431 kWh**, sourced from grid electricity, solar energy, and wind energy.

Advancing Renewable Integration

- Jayanti is steadily expanding renewable energy adoption to reduce grid dependence and operational emissions.
- **Kinathukadavu** and **Walayar** solar plants generated **639,000 kWh**, covering a major share of on-site electricity needs.
- The Kinathukadavu unit's dedicated **wind system added 1.3 million kWh**, further cutting reliance on non-renewables.
- In total, **renewables accounted for 49%** of Jayanti's energy consumption.

Energy Consumption Breakdown By Source



Our Commitment

Jayanti is investing in renewable infrastructure, energy-efficient machinery, and monitoring systems to move towards 100% renewable electricity. These efforts reduce climate impacts while enhancing long-term operational stability and cost efficiency.

Renewable Energy vs Non-Renewable energy



Kinathukadavu Unit Power Data	2024-25	2023-24
Non-Renewable	1,096,783 kWh	2,013,856 kWh
Renewable	1,809,176 kWh	442,984 kWh
Total	**2,905,959 kWh**	**2,456,840 kWh**

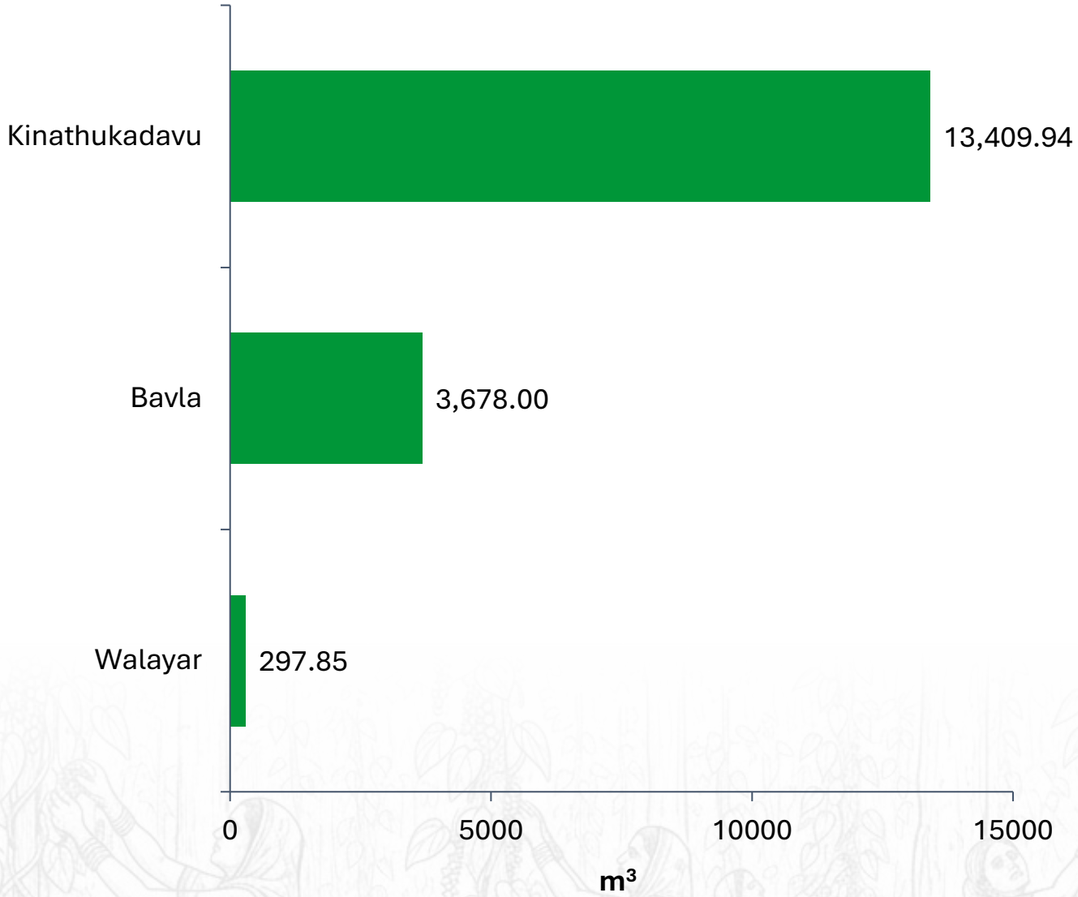
Water Management

Commitment to Responsible Water Use

Jayanti recognises its responsibility to manage water sustainably across its entire value chain and works to minimise its water footprint through **conservation measures, efficient irrigation practices, rainwater harvesting, and water reuse** initiatives. These efforts help ensure that water resources support both operational needs and ecosystem balance.

Jayanti sources water from **borewells, municipal supply, and rainwater harvesting systems**. Rainwater collected on-site supports daily operations and landscape use, reducing reliance on external sources. Regular monitoring across all facilities ensures responsible withdrawal and promotes long-term water stewardship.

Water Consumption Breakdown By Units



Note: Water consumption at the **Kavundampalayam** facility has been excluded from the unit-wise breakdown, as the facility does not undertake spice processing activities and its associated water consumption is minimal.

Access to Water for Farmers and Communities

Water access is essential not only for cultivation but also for broader community well-being. Jayanti has introduced **rainwater harvesting projects** at both manufacturing units and in sourcing regions to strengthen groundwater recharge and secure reliable, long-term water availability. At the farm level, Jayanti also works to ensure that growers engaged in key crop activities have access to safe drinking water, reducing health risks during intensive agricultural periods.

Jayanti continues to collaborate with local stakeholders, agronomists, and technical experts to develop **context-specific water management solutions**. These include on-farm water storage ponds, improved irrigation and channel systems, local water restoration initiatives, and the use of harvested rainwater during periods of peak water stress.

Enhancing Water Use Efficiency

Because agricultural productivity depends heavily on water availability, Jayanti supports farming communities through **capacity-building and training programmes** on irrigation efficiency. These sessions emphasise avoiding over-irrigation, preventing nutrient runoff, and reducing contamination from fertilisers and pesticides.

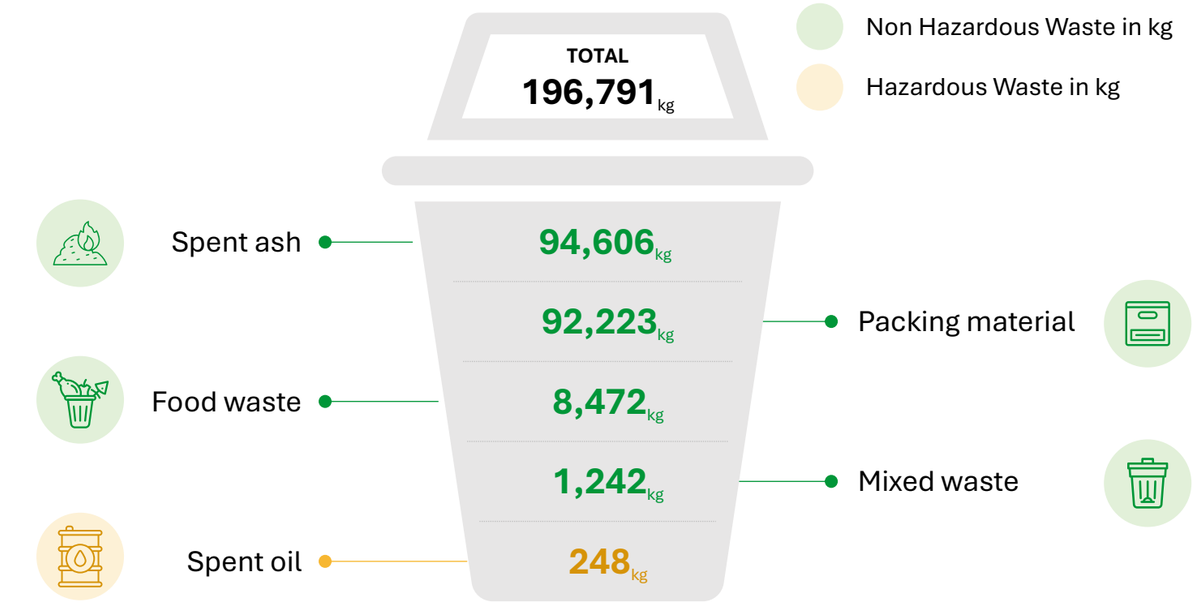
Through continuous engagement, farmers are increasingly adopting **sustainable irrigation methods** and improving the integrity of local water systems. At the **Kinathukadavu Unit**, treated wastewater is also reused for landscaping and garden irrigation, demonstrating Jayanti's commitment to circular water practices.



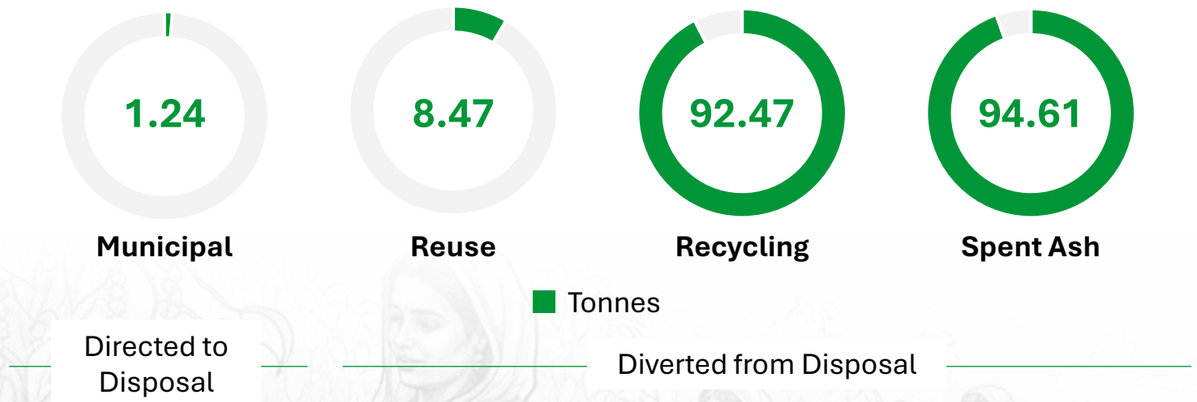
Waste and Circularity

Jayanti's waste management approach is a core pillar of its environmental responsibility. The company focuses on reducing waste generation, improving segregation, and maximising recycling and reuse, while ensuring that all disposal activities align with national and international standards. All operational sites follow Jayanti's structured **Sustainable Waste Management Plan**, enabling consistent practices across the value chain.

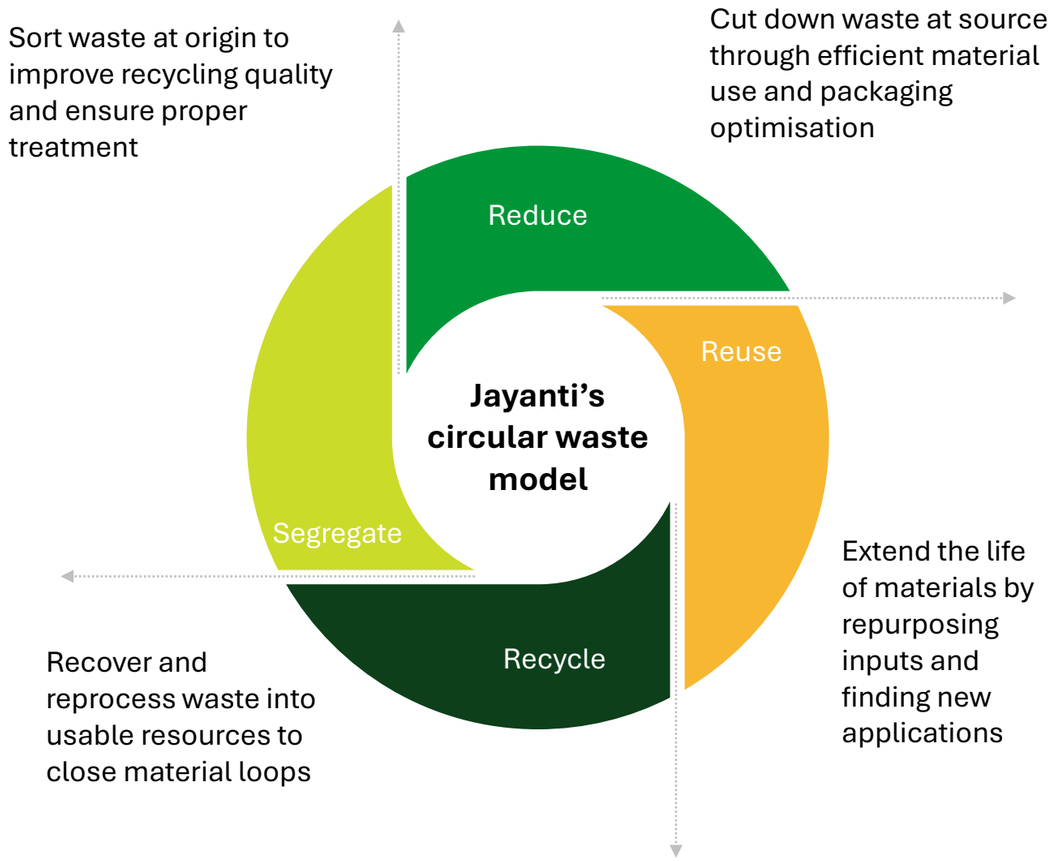
Breakdown of Waste Generated by Waste Type



Breakdown of Waste by Disposal Method



Jayanti's Waste Management System



Extended Producer Responsibility (EPR) Compliance

Jayanti's retail brand On1y operates under a certified Extended Producer Responsibility (EPR) programme in accordance with Central Pollution Control Board (CPCB) regulations. All post-consumer plastic packaging is collected and recycled through authorised partners, ensuring full traceability and credit verification.

In FY 2024-25, Jayanti met its EPR target by recycling **46 metric tonnes** of plastic, reinforcing the Company's commitment to circular packaging solutions and responsible waste management.

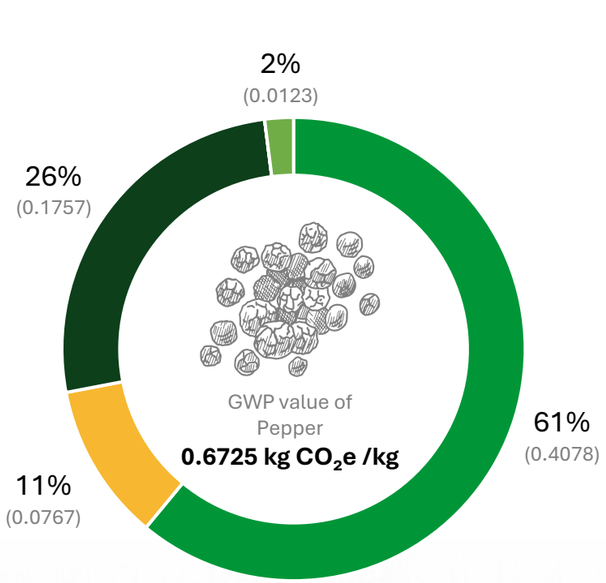
Product Footprint

Jayanti's approach to materials efficiency begins at the source through responsible, traceable procurement of high-quality raw materials. By working directly with farmers, Jayanti reduces post-harvest losses, improves yield consistency, and ensures the optimal use of agricultural inputs.

At the operational level, efficiency practices such as bulk handling, improved storage, and streamlined processing help reduce waste, lower production losses, and enhance value creation across the supply chain.

Pepper

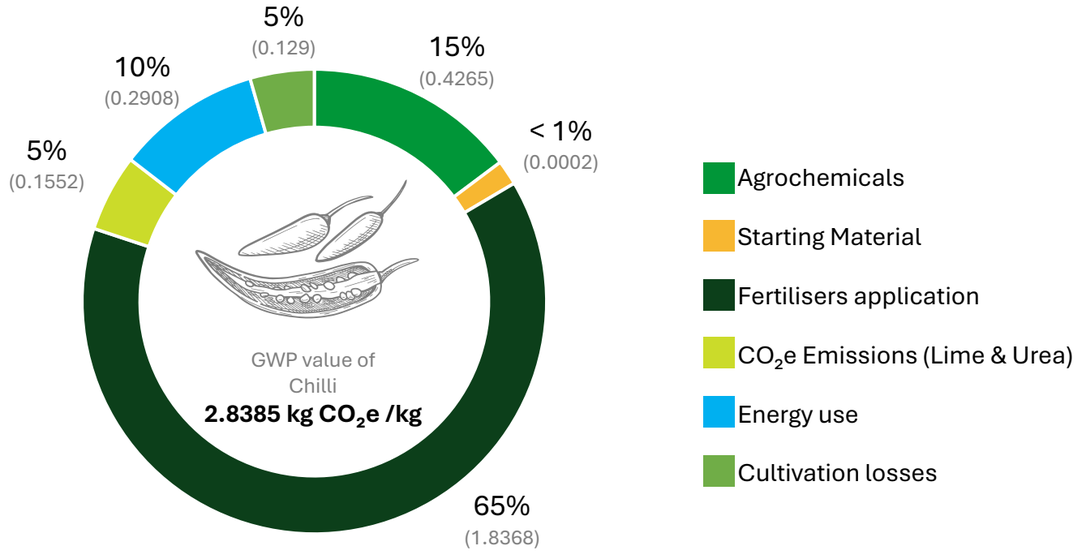
Producing **1 kg of Bulk Pepper** generates **0.6725 kg CO_2e**, primarily driven by agricultural inputs, fertiliser use, irrigation and farm operations associated with its perennial cultivation, as reflected in the life cycle assessment results.



Note: Only cultivation data is reported

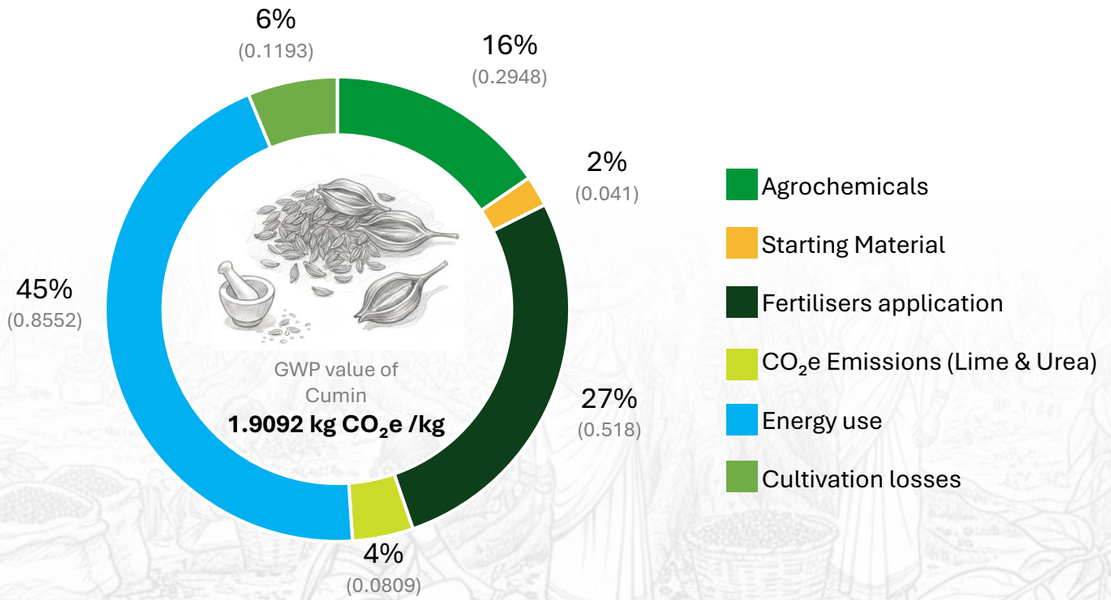
Chilli

Producing **1 kg of Bulk Chilli** generates **2.8385 kg CO_2e**, reflecting emissions from cultivation, input use, replanting requirements, and resource-intensive farming practices, as captured in the life cycle assessment.



Cumin

Producing **1 kg of Cumin** generates **1.9092 kg CO_2e**, reflecting emissions across cultivation, input use, processing, and associated upstream activities, as captured in the life cycle assessment.



Workforce and Social Equity

Workforce and Employment

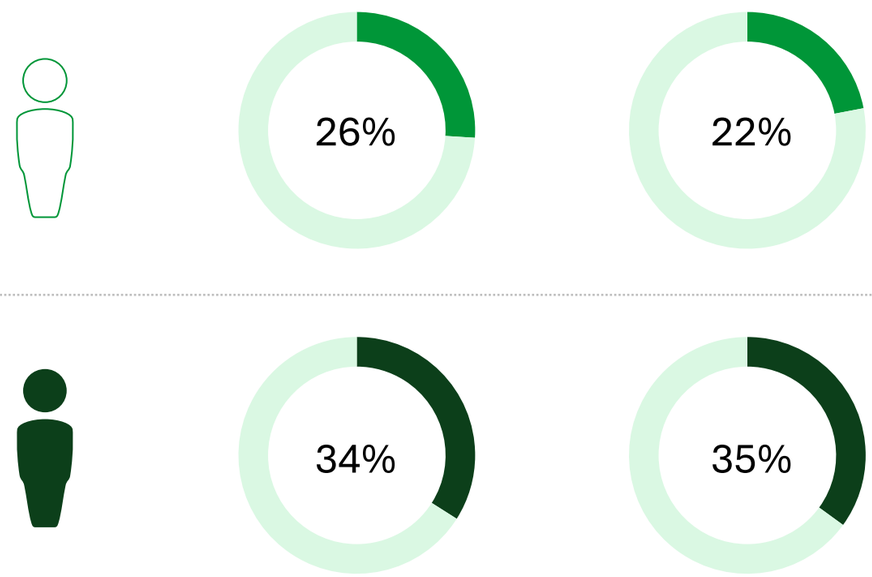
Key Insights from Hiring Trends

In FY 2024-25, Jayanti continued to strengthen its workforce across sourcing, operations, and business functions. Hiring remained balanced between white-collar and blue-collar roles to support growth and sustainability initiatives.

White-collar hiring grew by **4%**, reflecting increased focus on sustainability, R&D, and digital operations.

Blue-collar hiring remained stable, indicating consistent staffing for production, packaging, and logistics.

Category	2024-25 Hiring Rate	2023-24 Hiring Rate
White Collar	26%	22%
Blue Collar	34%	35%

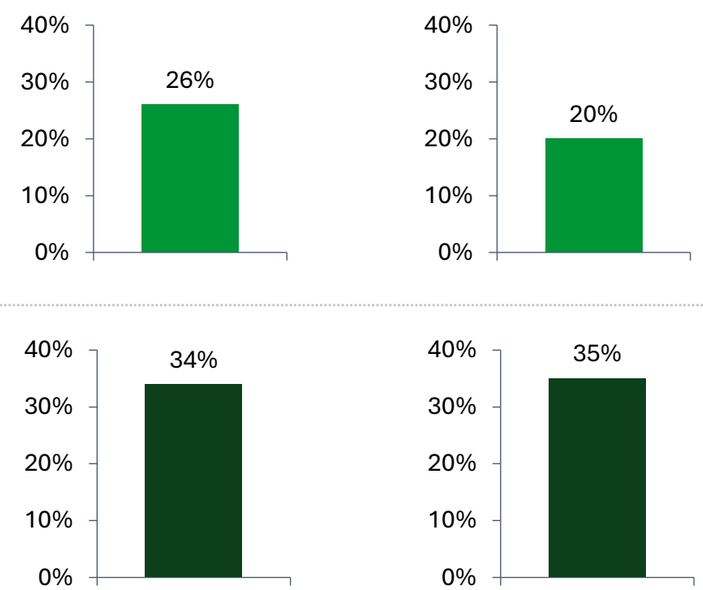


Note : Jayanti continues to strengthen retention through safe working conditions, skill development, career growth and employee welfare across its manufacturing and corporate workforce.

Turnover and Retention

Turnover trends in FY 2024-25 show an increase in white-collar attrition, while retention in core manufacturing roles remained stable.

Category	2024-25 Turnover	2023-24 Turnover
White Collar	26%	20%
Blue Collar	34%	35%



*Maternity leave of up to **26 weeks** is provided in accordance with ESIC provisions.*

*Male employees are entitled to **one week** of paternity leave.*

100%

return to work after completion of parental leave

Health and Safety

Jayanti's commitment to employee safety is embedded at every stage of processing and sourcing operations. Its **Occupational Health, Safety and Environment (OHSE)** framework is aligned with **ISO 45001**, covering 100% of employees across manufacturing units and field-sourcing teams.

Jayanti focuses on proactive risk identification, strong process controls, PPE compliance, and continuous worker engagement to ensure the safe, hygienic, and efficient handling of spices and botanicals.

Operational Safety Practices

- Employees involved in **cleaning, blending, grinding, and packaging** follow mandatory **PPE protocols**-including gloves, masks, goggles, and hairnets.
- Production equipment is fitted with **controller-based safety interlocks**, and operators receive training on **safe mechanical, electrical, and thermal handling.**
- Field teams are trained in **safe agrochemical handling**, **waste disposal**, and proper use of **protective gear** during farm-level sourcing activities.

Indicator	Manufacturing and Service Facilities
OHS System integrated across entity	100%
Workers covered by OHS System (%)	100%
Lost Time Injury Frequency Rate (LTIFR)	0*
Safety Drills Conducted	Quarterly

Note: *per 1,000,000 hours worked

Worker Participation and Training

- Safety committees operate at all units to strengthen worker involvement and maintain open communication on safety issues. Jayanti conducts **daily toolbox talks**, **weekly safety inspections**, and **incident-review meetings** to reinforce safe behaviour.
- All workers undergo periodic **safety training** on equipment operation, PPE use, emergency response, and fire-drill procedures, building a strong safety culture across sites.

440

Employees trained in 2024-25

Fire drill, Occupational Health and Safety Training



Training and Development

Commitment to Learning and Growth

Jayanti's people philosophy recognises that investing in people is as vital as investing in processes. Continuous learning enhances technical capability, promotes innovation, strengthens engagement, and supports overall wellbeing across Jayanti's diverse workforce.

In FY 2024-25, Jayanti conducted multiple structured training for its employees including offices & processing units - reflecting Jayanti's commitment to upskilling employees, advancing workplace safety, and building resilient supply chains.





Approach to Learning

Jayanti adopts a **role-based learning model**, nominating employees and farmers for specific sessions relevant to their expertise and job functions.

- **New Joiners:** Receive structured induction training on safety, technical, and functional aspects
- **Operations Teams:** Participate in ongoing fire drills, grievance-handling workshops, and safety simulations
- **Leadership and Committee Members:** Attend webinars and industry forums on sustainability governance and compliance

Approach at Farm Level

- All farming locations under the Direct Farm Sourcing programme work with a structured training module for farmers and workers.
- Timely, dedicated training sessions for women in the farming community are conducted throughout the year.

Skill Development and Capacity Building

Category	No. of participants	Description	Timeline
Employee Upskilling	540	Employees undergo annual programmes on policies, sustainability, health, and team collaboration.	●
Women Empowerment	150	Targeted workshops on POSH, health, safety, and gender inclusion promote awareness and engagement.	●
Production Workforce	440	Practical, department-specific technical and safety training ensures operational excellence and occupational wellbeing.	●
Women Specific Upskilling	380	Targeted sessions on skill-building, nutrient management, and thematic knowledge-sharing enhance employee competence and awareness.	◔
Farm-Level Capacity Building	4,900	Farmers participate in comprehensive programmes covering agronomy training, occupational health and safety, ESG standards, medical health camps, and plant distribution initiatives.	◔
Women Farm-Level Capacity Building	450	Women farmers undergo training in agronomy, health and safety, nutrition, and financial management, alongside awareness sessions on grievance redress mechanisms.	◔

● Annually ◔ Quarterly

DEI (Gender, Equity)

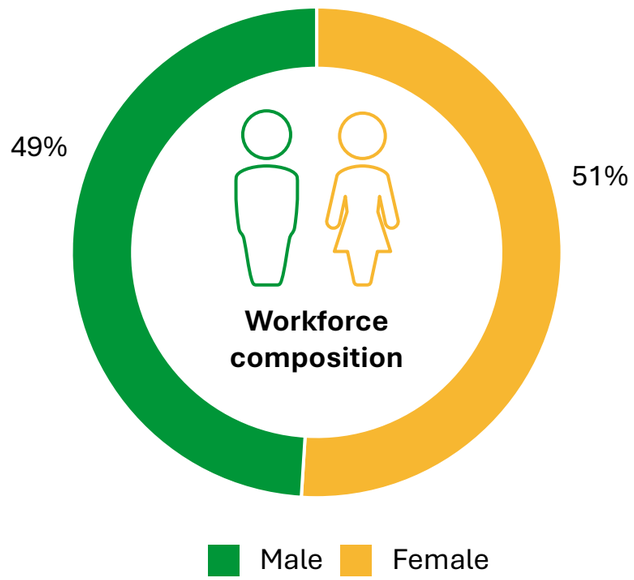
Overview of Diversity and Equity at Jayanti

Jayanti's approach to diversity and inclusion is embedded across its operations. The company is committed to fostering a workplace where individuals across gender, caste, age, religion, and background are respected and provided with equal opportunities to grow.

The Gender Equality Policy (2024) reinforces non-discrimination and equal access to employment, compensation, training, and career advancement. The policy is applicable across Jayanti's factories, sourcing regions, and supplier networks.

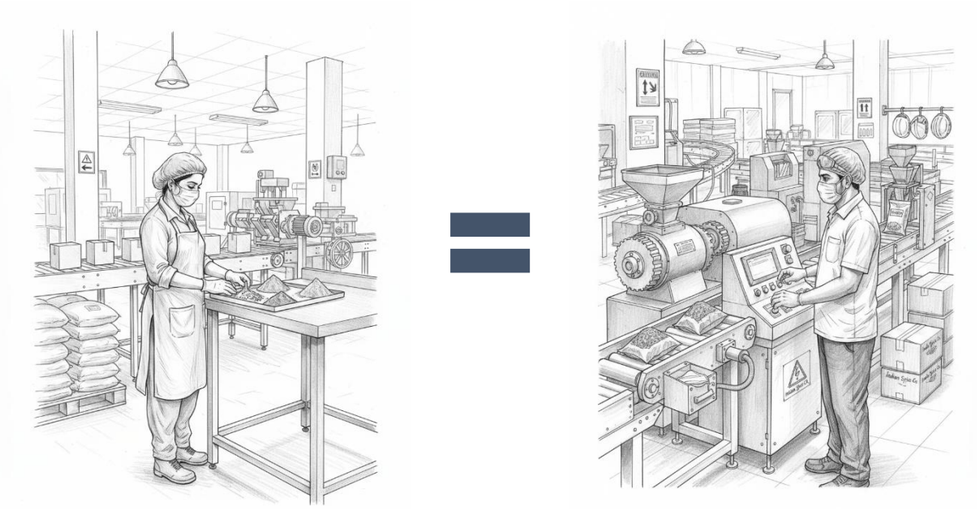
A dedicated **Gender Equality Committee** oversees implementation at both factory and farm levels. Regular awareness and sensitisation programmes help strengthen gender inclusion, ethical conduct, and respectful workplace behaviour.

Workforce Composition by Gender (%)

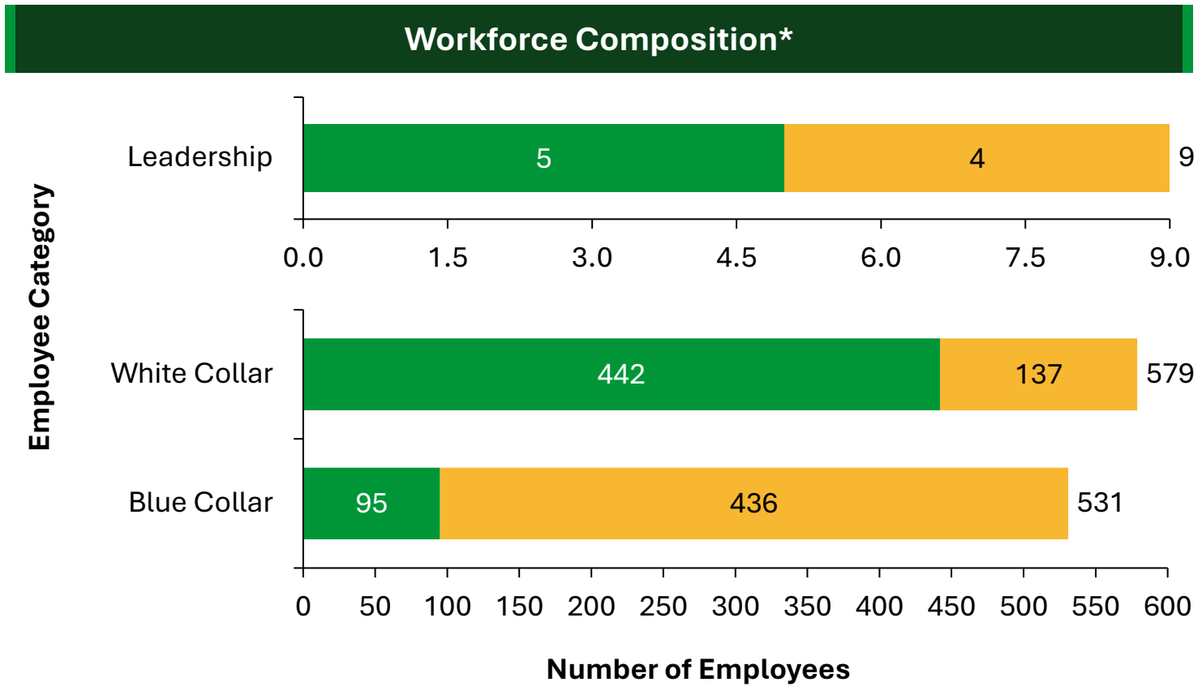


Compensation at Jayanti

Jayanti maintains **no gender-based pay gap**. All employees receive wages aligned with regional norms, with **equal pay for equal work** for men and women across all roles.



Workforce Composition*



Labour Rights and Ethical Supply Chain

Jayanti's commitment to strong human and labour rights standards extends across its operations and supply chain. The company's approach is aligned with the **UN Universal Declaration of Human Rights, ILO Fundamental Principles** and **Rights at Work**, and **Jayanti's Human Rights Policy, Code of Conduct**, and **Sustainability Policy.**

Jayanti promotes a transparent and ethical supply chain that safeguards people and supports long-term resilience. Worker committees facilitate representation and regular dialogue across operations.

Child Labour - Supply Chain Verification and Monitoring

Jayanti maintains a **zero-tolerance approach to child labour**. Prior to onboarding suppliers, the company conducts rigorous **age and identity verification processes**, supported by **seasonal site assessments** during peak harvest periods. Internal audits and periodic third-party reviews help verify ongoing compliance.

Preventive Measures:

- No individual under the age of 18 is employed across operations.
- Supplier records are required to include verified age and employment documentation.
- Regular awareness programmes are conducted with farmers and suppliers.
- Random checks during harvest seasons help mitigate child labour risks.



Forced or Compulsory Labour - Prevention and Due Diligence

Jayanti maintains a **zero-tolerance stance on forced, bonded, or involuntary labour.** Employment terms, wages, and working hours are communicated transparently, and all employment remains voluntary.

Suppliers are required to comply with Jayanti's **Human Rights Policy** and **Supplier Code of Conduct**, ensuring alignment with **ILO standards**. **Annual audits and risk assessments** of higher-risk supply chains reinforce adherence to these requirements.

Focus Area	Key Practices
Child Labour	Age and identity verification, supplier audits, and enforcement of a zero-tolerance approach to child labour
Forced Labour	Transparent employment terms, voluntary employment practices, and regular worker engagement
Ethical Sourcing	Supplier Code of Conduct implementation, human rights due diligence, and independent third-party audits
Monitoring and Training	Regular awareness programmes, digital traceability systems, and annual risk assessments
Governance	Oversight by the Human Rights Committee and integration of grievance redress mechanisms

Regenerative Agriculture and Biodiversity Stewardship

Regenerative Agriculture Approach

Jayanti launched two collaborative initiatives focused on chilli cultivation in 2023: ***"Promoting Cultivation of Sustainable and Regenerative Spices to Improve Market Access and Livelihoods of Smallholder Producers."*** The initiatives aim to support the adoption of regenerative agricultural methods, strengthen market access, and improve livelihoods through technical guidance, capacity building, and direct commercial linkages.

Tailored Practices: Experts design a customised package of practices covering cultivation, pest management, and ethical farming



Innovation: Farmers receive training on data monitoring, water conservation, renewable energy, and waste recycling

Direct Support: Agronomist teams provide day-to-day guidance, verify inputs, and manage soil and pest-related risks

Inclusivity: Dedicated initiatives promote women's participation, strengthen peer engagement, and encourage collaboration on risk management and pricing decisions

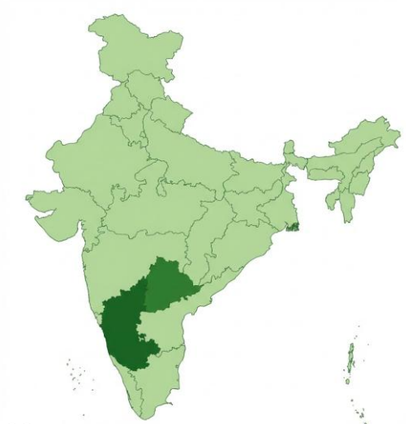
Capacity Building: Farmers receive training across the full crop cycle, including resource management (water and soil), safety, and record-keeping.

COLLABORATION

Jayanti X UNESCAP X ecociate

A one-year collaborative initiative focused on inclusive business models and improved market access for smallholder producers.

Reach: Engaged over **500** smallholding farmers



Inclusivity: This total includes **100** women farmers

Geography: Implemented across chilli-growing regions in Telangana and Karnataka

Acreage: Covered approximately **1,200** acres of chilli production

COLLABORATION

Jayanti X idh

A four-year partnership (2023-2027) with IDH focused on advancing sustainable chilli cultivation, strengthening livelihoods, and enhancing value-chain resilience.

- ✓ **Sustainable and Inclusive Farming:** Engaged 1,600 chilli farmers in 2024 - 25% women through sustainable practices, organic inputs, and natural pest management.
- ✓ **Capacity Building and Certification:** Delivered farmer training and third-party certification for 150 sustainably producing chilli farmers.
- ✓ **Resilient Supply Chains/Livelihoods:** Improved direct market linkages, supporting farmer incomes and resilient supply chains.

Biodiversity Action Plan (BAP) Framework

The production of herbs and spices depends heavily on healthy local ecosystems. To strengthen biodiversity stewardship across sourcing regions, **Jayanti launched its first Biodiversity Action Plan (BAP) in 2019**, developed in collaboration with UEBT.

The BAP provides a structured approach to assessing and managing biodiversity risks across sourcing locations. It enables Jayanti to design and implement conservation actions, monitor ecosystem health, comply with environmental standards, and support resilience and livelihood opportunities for smallholder farmers.

Jayanti's 4 step BAP approach

1. Assessment: Evaluate sourcing areas for environmental, biodiversity, social, and ethical performance

2. Risk Analysis: Identify critical risks linked to nature, climate, land use, and community practices

3. Goal Setting: Define improvement goals and targets based on assessment insights

4. Monitoring and Evaluation: Implement a monitoring plan to review progress and guide timely corrective actions

Details of BAP

Year	Project Description	Page No:
2022 - Ongoing	Nature-Based Solutions for better income to Pepper growing farmers in Andhra Pradesh	81, 82
2022 - Ongoing	Climate Resilience for Sustainable Cumin production in Rajasthan	83, 84
2024 - Ongoing	Biodiversity enhancement for Sustainable Turmeric Production in Tamil Nadu	85, 86
2023	Nature-Based Biodiversity Action Plan (BAP) for Black Pepper and Cassia Farmers	87, 88



BAP Programme 1:

Nature-Based Solution for Better Income to Pepper growing Farmers in Andhra Pradesh

The tribal pepper-growing communities of Araku and Paderu in Andhra Pradesh, India, have long practised traditional farming but continue to face challenges such as harsh climatic conditions, invasive tree species, limited market access, and unstable incomes.

To strengthen livelihoods and restore ecological balance, Jayanti launched a nature-based Biodiversity Action Plan (BAP) focused on native species restoration, invasive species removal, and diversified income-generating crops across these tribal regions.

The initiative also promotes sustainable agroforestry practices, helping to improve soil health, enhance biodiversity, and strengthen climate resilience within farming communities.

Programme	Nature-Based Biodiversity Action Plan (BAP) for Tribal Pepper Farmers
Initiated by	Jayanti
Region	Araku and Paderu, Andhra Pradesh, India
Timeframe	2022 - Ongoing (target through 2026)
Farming Area Coverage	Expanding the pepper farming landscape across tribal regions (*progressive scale-up*)
Farmers Engaged	~3,000 Farmers currently; target to reach ~5,000 tribal pepper farmers by 2026
Primary Goal	Improve farmer livelihoods and ecological resilience through native biodiversity restoration, invasive species removal, and diversified income-generating crops

Focus Area	Key Actions	Outcomes Achieved
Invasive species eradication	Plantation of native tree species to replace invasive Silver Oak	In 3-4 years, invasive Silver Oak replaced with native biodiversity-supporting trees
Alternative income generation	Plantation and diversification into other spice plants suitable for the region	Economic returns from 3rd year onwards, strengthening farm-level income
Native species for domestic use	Distribution of trees, shrubs, and vegetable plants that support household needs	Reduced household expenditure through self-grown fodder, fruits, vegetables and organic inputs





BAP Programme 2:

Climate Resilience for Sustainable Cumin Production in Rajasthan

The cumin-growing landscapes of Barmer, Rajasthan, India are highly vulnerable to heat, erratic rainfall, and dry soil -conditions that increasingly threaten yields and farmer livelihoods. To address these risks, Jayanti launched a Climate-Resilient Biodiversity Action Plan (BAP) in 2022 to restore degraded land, strengthen local ecosystems, and help communities adapt to climate impact

Working with ~100 farmers (with plans to scale further), the programme focuses on native vegetation restoration, protecting fallow lands, improving soil-water conservation, and enhancing micro-climate conditions around farms. These measures aim to rebuild ecological health, improve soil moisture retention, and support sustainable cumin production

Programme	Climate-Resilient Biodiversity Action Plan (BAP)
Initiated by	Jayanti (IPPL)
Region	Barmer, Rajasthan, India
Timeframe	2022 - Ongoing
Farmers Engaged	~100 Cumin Growers *(with future scale-up potential)*
Primary Goal	Enhance climate resilience in cumin cultivation through land restoration, micro-climate management, and ecosystem conservation

Focus Area	Key Actions	Outcomes Achieved
Land rehabilitation	Plantation of native tree and shrub species around farms and open lands	Improved local biodiversity; increased green cover
Ecosystem conservation	Protection of fallow lands, weeding, preventing pollution, planting native buffer vegetation	Habitat restoration, species conservation, improved ecosystem balance
Micro-climate management	Soil and water conservation practices; green cover enhancement; nutrient management	Higher soil organic carbon, improved soil health, regulated soil temperature and moisture retention





BAP Programme 3:

Biodiversity Enhancement for Sustainable Turmeric Production in Tamil Nadu

Turmeric farmers in Erode, Tamil Nadu, India have traditionally cultivated the crop using conventional farming practices but are increasingly facing challenges related to climate variability, declining soil health, and reduced on-farm biodiversity, which affect productivity and long-term resilience.

To address these challenges, Jayanti launched a nature-based Biodiversity Action Plan (BAP) aimed at improving climate resilience and ecological balance through the introduction of native species and the promotion of biological farming practices, while strengthening sustainable turmeric production and farmer livelihoods across the region.

Programme	Nature-Based Biodiversity Action Plan (BAP) for Turmeric Farmers
Initiated by	Jayanti
Region	Erode, Tamil Nadu, India
Timeframe	2024 - Ongoing
Farming Area Coverage	80 Ha
Farmers Engaged	~100 - 200 Farmers
Primary Goal	Biodiversity improvement and climate resilience through introduction of native species and encouraging biological practices at farm level

Focus Area	Key Actions	Outcomes Achieved
Local flora and fauna	Identification of IUCN-listed species, farmer awareness on biodiversity conservation, and recording of on-farm species observations	Biodiversity monitoring integrated into farm diaries and record-keeping systems
Invasive species	Awareness on invasive species risks and measures for prevention, control, and eradication	Integration of critical aspects into PoP and calendar training programme for farmers
Soil conservation	Capacity building on soil composition, soil health, and sustainable land management practices	Soil quality monitoring introduced, with key indicators identified and tracked at farm level
Water conservation	Promotion of water stewardship practices, protection of nearby water bodies, and prevention of contamination	Water conservation plans developed in collaboration with producers, FPOs, and local stakeholders to support groundwater recharge and ecosystem health
Extreme weather conditions-floods	Awareness on disaster risk reduction, river basin conservation, and ecosystem restoration measures	Improved preparedness and resilience to flood-related risks through targeted capacity-building initiatives





BAP Programme 4:

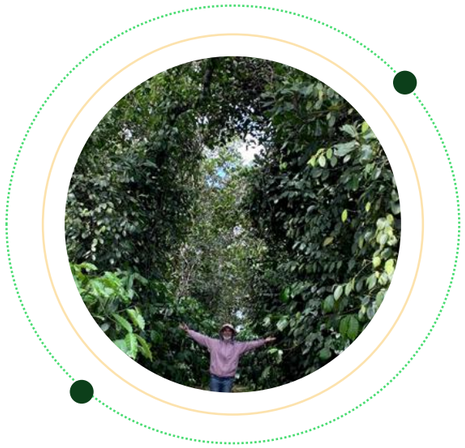
Nature-Based Biodiversity Action Plan (BAP) for Black Pepper and Cassia Farmers

Black Pepper and Cassia farmers in Vietnam have traditionally depended on monocropping systems but are increasingly facing challenges such as climate variability, soil degradation, pest pressure, and declining on-farm biodiversity, which affect crop productivity and long-term farm resilience.

To address these challenges, Jayanti initiated a nature-based Biodiversity Action Plan (BAP) in 2023, focused on enhancing biodiversity and climate resilience through the introduction of native species and the promotion of biological farming practices at the farm level. The programme engaged approximately 200-300 farmers across 120 hectares, supporting more resilient agro-ecosystems, improved soil health, and sustainable Black Pepper and Cassia production.

Programme	Nature-Based Biodiversity Action Plan (BAP) for Black Pepper and Cassia Farmers
Initiated by	Jayanti
Region	Dak Nong, Vietnam
Timeframe	2023 (Concluded)
Farming Area Coverage	120 Ha
Farmers Engaged	~200 - 300 Farmers
Primary Goal	Biodiversity Improvement and climate resilience through introduction of native species and encouraging biological practices at farm level

Focus Area	Key Actions	Outcomes Achieved
Farmer capacity building	Delivered structured training on biodiversity enhancement, climate resilience, and Good Agricultural Practices (GAP), reaching approximately 100 farmers per crop	Improved understanding of biodiversity conservation through native species adoption, increased green cover, and wider uptake of biological farming practices
Technology enablement	Introduced farm monitoring tools and digital traceability systems to support farm-level data collection and management	End-to-end traceability established from farm-to-fork
Farmer engagement	Distributed farm kits and promoted biological farming practices through continuous field engagement and technical support	Improved adoption of recommended sustainability practices





Reporting Transparency

GRI Content Index

GRI Standards	Description Title	Page no.	Notes
GRI 2: General Disclosures			
2-1	Organisational details	11-22	Provides an overview of Jayanti's organisational structure and operating locations.
2-2	Entities included in the organisation's ESG reporting	23	Describes the entities and operations included in the sustainability reporting boundary.
2-3	Reporting period, frequency and contact point	23	States the reporting period, reporting frequency and contact details.
2-5	External assurance	-	Confirms that the report has not been externally assured for the current reporting year.
2-6	Activities, value chain and other business relationships	11-22	Summarises Jayanti's activities, value chain and business relationships.
2-7	Employees	67,68, 73,74	Presents workforce information, including employment trends and workforce composition.
2-9	Governance structure and composition	31	Outlines the governance structure and composition of the organisation's governing bodies.
2-10	Nomination and selection of the highest governance body	31,32	Provides information on the governing body; further detail on nomination and selection may be required.
2-11	Chair of the highest governance body	31,32	Identifies the Chairperson of the governing body.
2-12	Role of the highest governance body in overseeing the management of impacts	31,32	Describes governance oversight of sustainability-related impacts and performance.
2-14	Role of the highest governance body in sustainability reporting	32,33	Outlines governance involvement in sustainability reporting.
2-16	Communication of critical concerns	35,36	Describes channels for raising and escalating significant concerns.
2-17	Collective knowledge of the highest governance body	38	Summarises activities intended to develop the governing body's sustainability knowledge.
2-22	Statement on sustainable development strategy	3, 29	Sets out the organisation's sustainable development strategy and priorities.
2-23	Policy commitments	27,28	Summarises the organisation's policy commitments.
2-24	Embedding policy commitments	37	Describes how policy commitments are communicated and implemented.
2-26	Mechanisms for seeking advice and raising concerns	36	Outlines mechanisms for seeking advice and raising concerns.
2-27	Compliance with laws and regulations	38	Reports the organisation's position on compliance with laws and regulations.
2-28	Membership associations	38,44	Lists the industry and other associations in which the organisation participates.
2-29	Approach to stakeholder engagement	25	Summarises the organisation's approach to stakeholder engagement.
2-30	Collective bargaining agreements	75	Addresses freedom of association and collective bargaining; further coverage data may be required.
GRI 3: Material Topics			
3-1	Process to determine material topics	51-54	Describes the process used to identify and assess material topics.
3-2	List of material topics	54	Lists the material topics identified for the reporting period.
3-3	Management of material topics	51-54	Identifies material topics; detailed management disclosures are being developed progressively.

Reporting Transparency

GRI Content Index

GRI Standards	Description Title	Page no.	Notes
GRI 201: Economic Performance			
201-1	Direct economic value generated and distributed	39,40	Presents the organisation's economic value generated and distributed.
201-4	Financial assistance received from government	39,40	The report does not clearly state the amount of financial assistance received from government.
GRI 203: Indirect Economic Impacts			
203-2	Significant indirect economic impacts	79-88	Describes programmes and activities relating to significant indirect economic impacts.
GRI 204: Procurement Practices			
204-1	Proportion of spending on local suppliers	41	Describes local procurement practices and the organisation's contribution to local suppliers.
GRI 205: Anti-corruption			
205-2	Communication and training about anti-corruption policies and procedures	35	Outlines communication and training relating to anti-corruption policies and procedures.
GRI 302: Energy			
302-1	Energy consumption within the organisation	59-60	Presents information on energy consumption within the organisation.
302-4	Reduction of energy consumption	59-60	Describes energy-efficiency initiatives and changes in energy consumption.
GRI 303: Water and Effluents			
303-2	Management of water discharge-related impacts	61-62	Outlines the organisation's approach to managing water discharge-related impacts.
303-3	Water withdrawal	61-62	Presents information on water withdrawal and identifies a site-level exclusion.
303-5	Water consumption	61-62	Presents information on water consumption and water reuse.
GRI 305: Emissions			
305-1	Direct (Scope 1) GHG emissions	55,58	Reports direct greenhouse gas emissions (Scope 1).
305-2	Energy indirect (Scope 2) GHG emissions	55,58	Reports energy indirect greenhouse gas emissions (Scope 2) using the location-based method.
305-3	Other indirect (Scope 3) GHG emissions	55,58	Reports other indirect greenhouse gas emissions (Scope 3).
GRI 306: Waste			
306-1	Waste generation and significant waste-related impacts	63,64	Describes waste generation and related impacts.
306-2	Management of significant waste related impacts	63,64	Outlines the approach to managing significant waste-related impacts.
306-3	Waste generated	63,64	Presents information on waste generated during the reporting period.
306-4	Waste diverted from disposal	63,64	Provides information relating to waste diverted from disposal.
306-5	Waste directed to disposal	63,64	Provides information relating to waste directed to disposal.
GRI 308: Supplier Environmental Assessment			
308-1	New suppliers that were screened using environmental criteria	41-42	Describes the environmental criteria considered in supplier screening and assessment.
GRI 401: Employment			
401-1	New employee hires and employee turnover	68	Presents employee hiring and turnover information for the reporting period.
401-3	Parental leave	68	Summarises parental leave provisions and related return-to-work information.

Reporting Transparency

GRI Content Index

GRI Standards	Description Title	Page no.	Notes
	GRI 403: Occupational Health and Safety		
403-1	Occupational health and safety management system	69,70	Describes the occupational health and safety management system.
403-2	Hazard identification, risk assessment, and incident investigation	69,70	Outlines processes for hazard identification, risk assessment and incident investigation.
403-3	Occupational health services	69,70	Describes occupational health services and related worker health and safety practices.
403-4	Worker participation, consultation, and communication on occupational health and safety	69,70	Summarises worker participation and communication on occupational health and safety.
403-5	Worker training on occupational health and safety	69,70	Presents information on occupational health and safety training.
403-6	Promotion of worker health	69,70	Describes activities supporting worker health and wellbeing.
403-8	Workers covered by an occupational health and safety management system	69,70	States the reported coverage of the occupational health and safety management system.
	GRI 404: Training and Education		
404-1	Average hours of training per year per employee	71,72	Presents employee training hours and average training information.
404-2	Programme for upgrading employee skills and transition assistance programme	71,72	Describes programmes supporting employee skills development and capacity building.
	GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	31-32,74	Presents information on diversity within governance bodies and the workforce.
405-2	Ratio of basic salary and remuneration of women to men	74	States the organisation's position on equal remuneration for women and men.
	GRI 407: Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	75	Addresses freedom of association and collective bargaining risks in operations and suppliers.
	GRI 408: Child Labour		
408-1	Operations and suppliers at significant risk for incidents of child labour	76	Describes the organisation's approach to identifying and addressing child labour risks.
	GRI 409: Forced or Compulsory Labour		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	76	Describes the organisation's approach to identifying and addressing forced labour risks.
	GRI 413: Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	77-88	Describes community engagement and programmes supporting local communities.

UN SDGs


1
NO POVERTY


5
GENDER EQUALITY


6
CLEAN WATER AND SANITATION


12
RESPONSIBLE CONSUMPTION AND PRODUCTION


13
CLIMATE ACTION


15
LIFE ON LAND


17
PARTNERSHIPS FOR THE GOALS

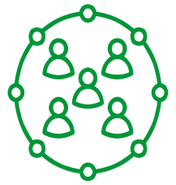
Recognition and Participation

Recognition



UNESCAP ecociate	• Regenerative Farming and Inclusivity - Exemplary Action, Red Chilli Project, 2023
FICCI	• Farm Level Sustainability while Sourcing Red Chilli Project, 2024 • Farmer Income Enhancement Black Pepper, 2025
idh transforming markets	• Extended Collaborative Project for Sustainable Chilli Production 2023-2027

Participation



UEBT SOURCING WITH RESPECT	• 3rd consecutive year of UEBT Membership • Approved Biodiversity Action Plan
sustainable spices initiative	• Active Member and Contribution to Working Groups
CII Climate Action Charter	• Part of CII Climate Action Charter Committee

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Indian Products Private Limited, Queens Corner, 604, A 3, Queens Rd,
Bengaluru, Karnataka 560001, India.

Website

www.jayanti.com

Media and queries

Media : corpcomm@jayanti.com
Queries : sustainability@jayanti.com

Company information

Established: 1980
Workforce: 1,119, across major operations, as of 31 March 2025.

Concept, design and realisation: Jayanti Sustainability Team

Prepared with the support of: KARBUNWISE™

The Jayanti Sustainability Report 2024-25 is published in English.

This report may contain forward-looking statements. Actual results may differ materially from those presented due to market, operational and environmental uncertainties. Investors and stakeholders must not rely solely on this report for decision-making. GHG accounting numbers are derived from SAAS-based Tool KARBUNWISE™.

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