

Management's Outlook towards Labour Practices and Workplace Safety

Organization's duty of care

For JISL, ASSOCIATES (Employees) are its real assets. Associates play a key role in the organization's journey. We are therefore committed to take care of our Associates. To ensure the workplace safety we implemented and observe BS OHSAS 18001:2007 management system at all plant locations.

JISL invests in the enhancement of knowledge, skill and personal growth of its associates. It really helps to develop an innovative strategic vision for the organization. The organization has taken initiatives for the welfare of employees and their families and it believes and follows the principle of equal pay for equal value. Health and safety of our associates are of utmost importance for the organization. The relationship between employer and employee is that of an association moving forward for a common and holistic purpose.

Safety and Health

Secure the safety and health of associates and other assets



Associates taking fire fighting training

Labour Practices and Workplace Safety Performance Measures

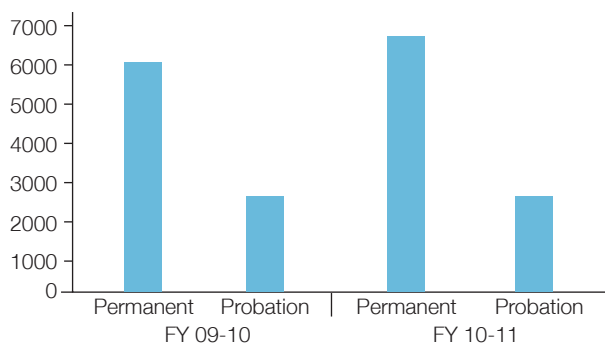
Employment

Employment is a major issue which includes growth rate in employment, woman's employment, diversification in structure of employment, and policies for improving the quantity and quality of employment. The organization firmly believes that Associates (Employees) are our greatest asset; they are what makes us different from others, and this is one thing that cannot be cloned or copied.

Total employees in India is 5,662 and 6,504 in FY 09-10 and FY 10-11 respectively. Total employees in overseas plants are 689 and 745 in FY 09-10 and FY 10-11 respectively. The growth rate of employment is 14 % and 10% for India and overseas plants respectively.

The employment type for locations in India is categorized into 'permanent' and 'probation'. Out of the total workforce in India 10% and 11% employees are on probation in FY 09-10 and FY 10-11 respectively. In overseas locations the employment types are 'indefinite' and 'temporary'.

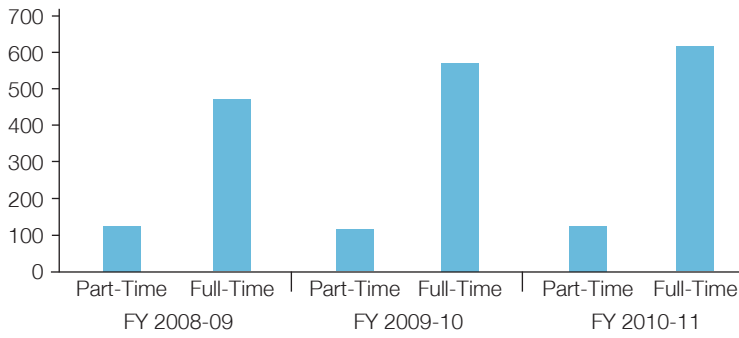
Total Employees by Employment Type - India



	Indefinite/permanent			Temporary		
	FY 08-09	FY 09-10	FY 10-11	FY 08-09	FY 09-10	FY 10-11
Cascade	37	34	41	120	109	115
Sleaford	82	88	84	10	7	3

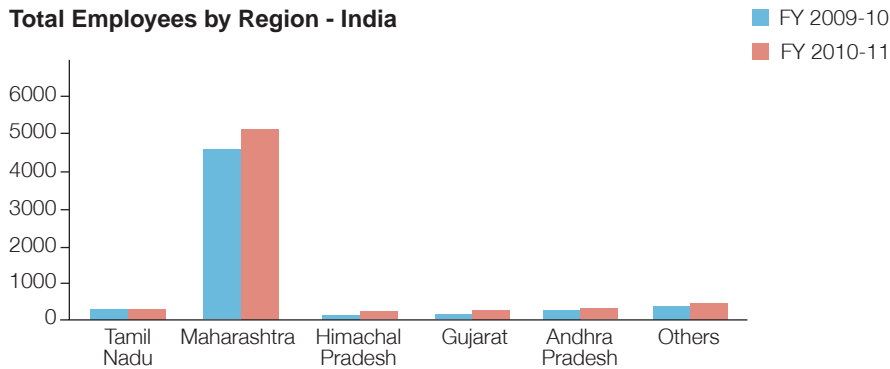
There are no part-time employees at JISL for India locations. In overseas locations out of the total workforce average 16 % of workforce is part-time. Cascade Specialities plant has the highest part-time employees i.e. 66%, 62% and 63% of the total workforce from Cascade Specialities is part-time for FY 08-09, FY 09-10 and FY 10-11 respectively.

Total Employees by Employment Contract - Overseas

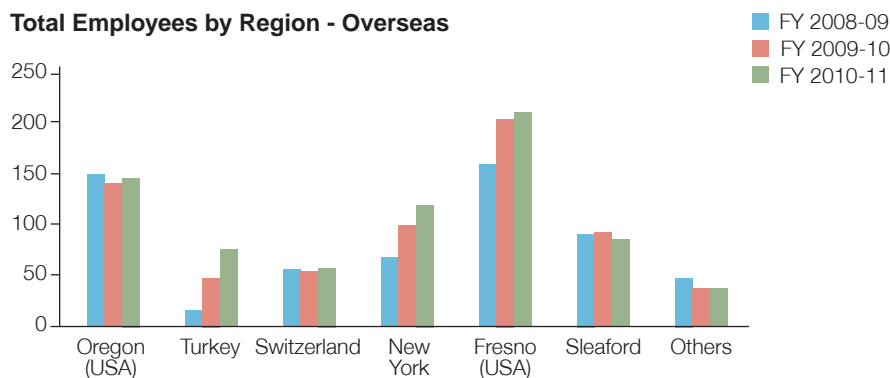


As our major operations are in the Maharashtra state of India, total employees contribution from Maharashtra region are 80% and 78% for FY 09-10 and FY 10-11 respectively. We have the common practice of hiring from the local community. After Maharashtra, employees from Tamil Nadu, Andhra Pradesh and Gujarat regions are more. At the overseas locations employees from Fresno and Oregon regions are 26%, 29%, 28% and 25%, 20%, 19% for FY 08-09, FY 09-10 and FY 10-11 respectively.

Total Employees by Region - India



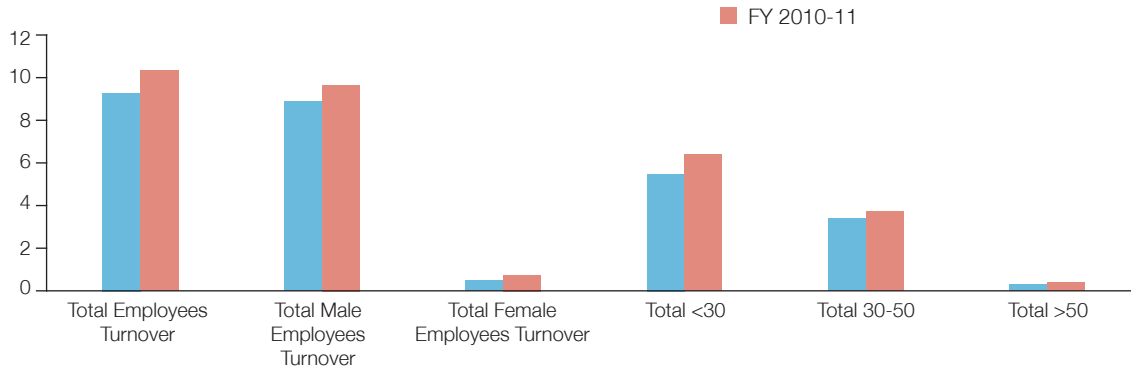
Total Employees by Region - Overseas



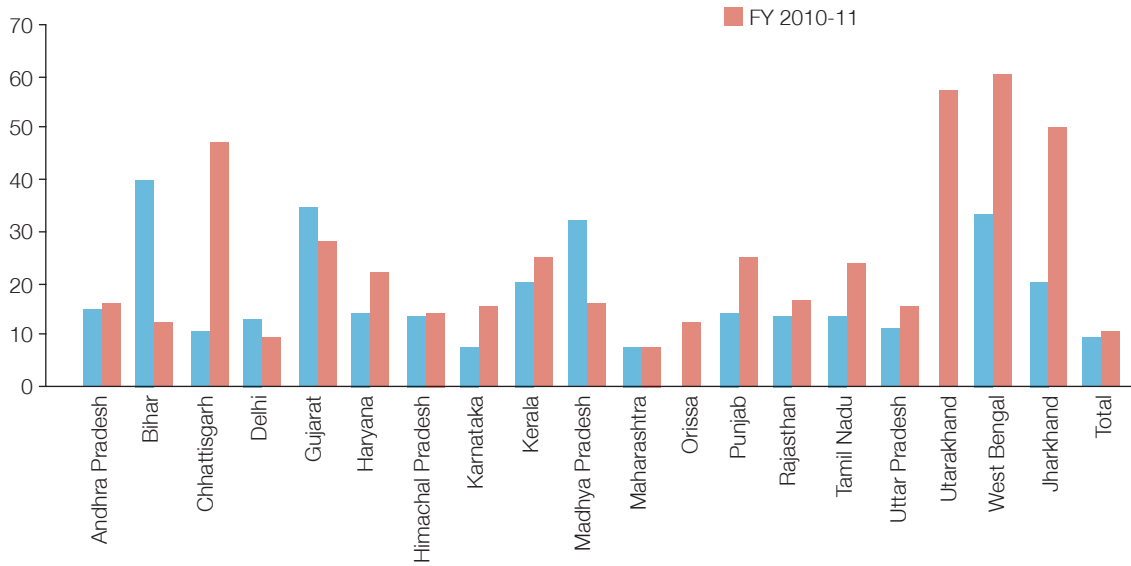
Employee Turnover

Employee turnover for India locations is 9.5% and 10 % for FY 09-10 and FY 10-11 respectively and for overseas locations is 13% and 15 % for FY 09-10 and FY 10-11 respectively. From overseas locations Watertown and Fresno plants have the highest employee turnover rate whereas from India locations Maharashtra region has the highest employee turnover.

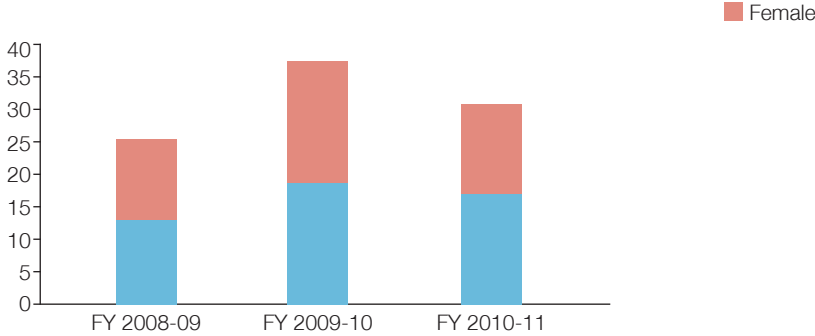
Rate of Employees Turnover by Age Group and Gender—India



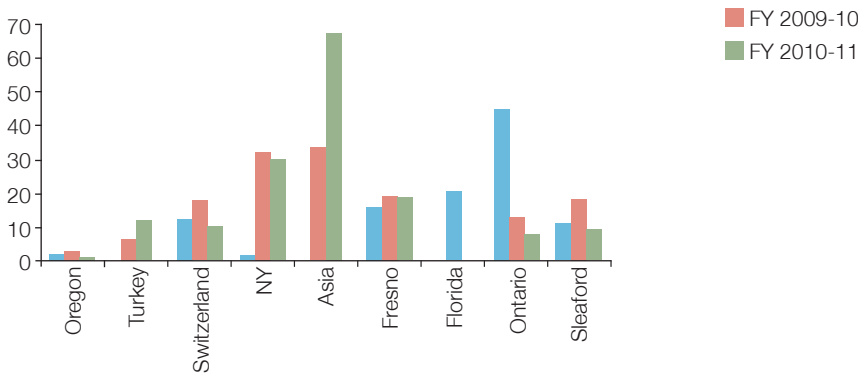
Employees Turnover by Region—India



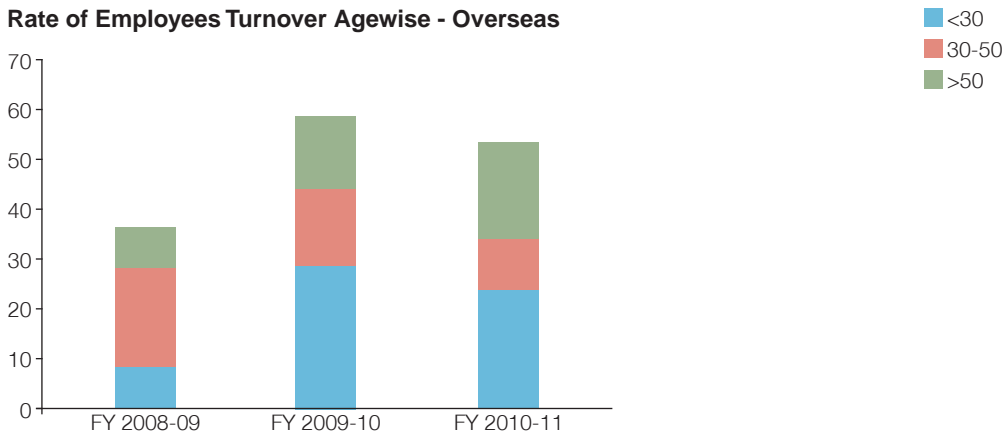
Rate of Employment Turnover by Gender—Overseas



Employees Turnover by Region—Overseas



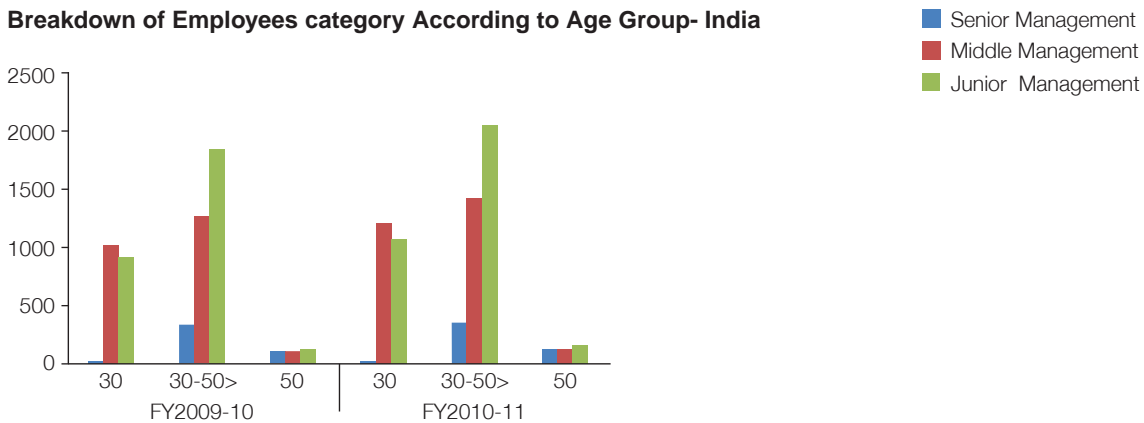
Rate of Employees Turnover Agewise - Overseas



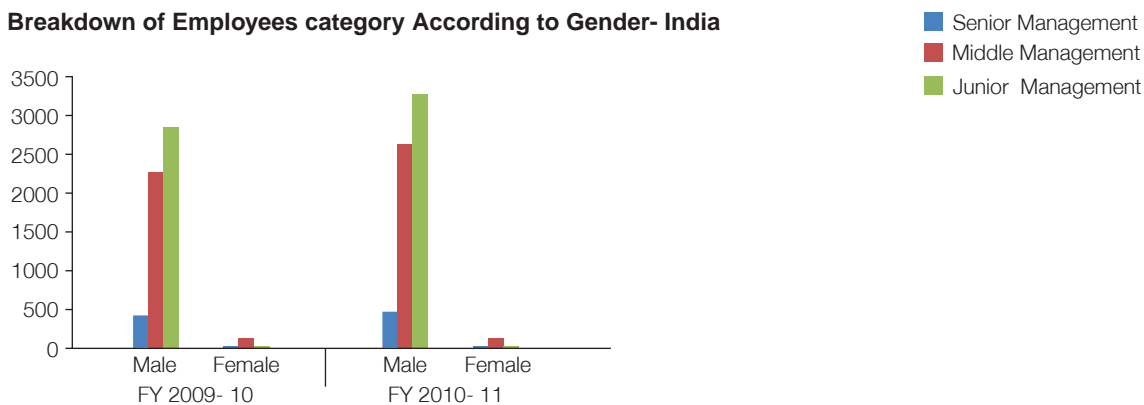
Breakdown of Employees by Category

Total employees at India locations are categorized as senior management, middle management and junior management as 6.9 %, 42.4% and 50.6% for FY 08-09, FY 09-10 and FY 10-11 respectively. At overseas locations employee categories are board, senior management, middle management, administrative and production, out of which 69 % of workforce is from production and 18 % of workforce from administrative category.

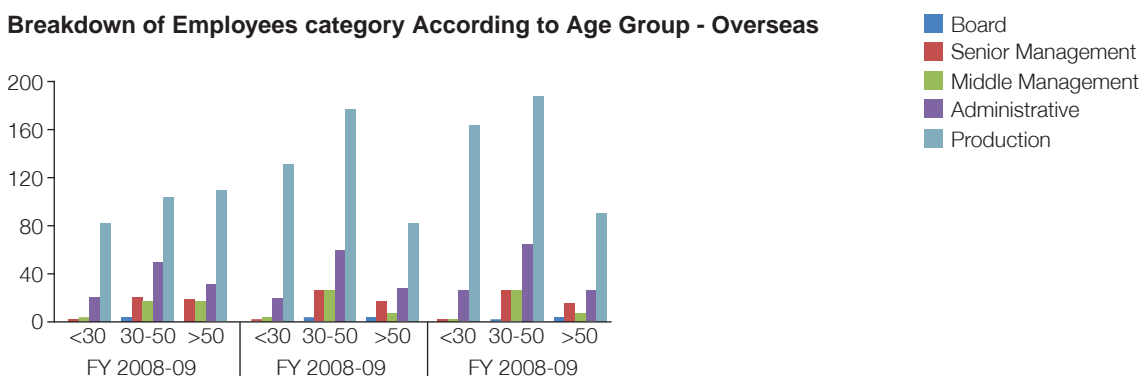
Breakdown of Employees category According to Age Group- India



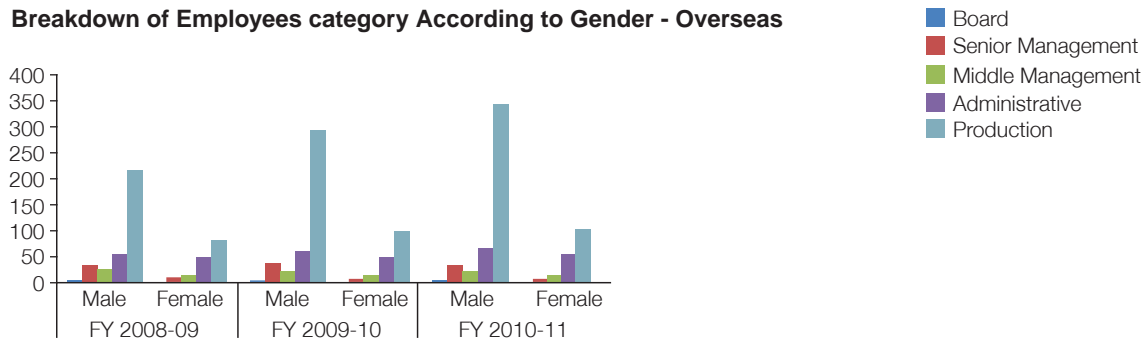
Breakdown of Employees category According to Gender- India



Breakdown of Employees category According to Age Group - Overseas



Breakdown of Employees category According to Gender - Overseas



Labour Management Relation

Organization has an open door and pro-active policy. Any associate desirous of addressing his grievances is entertained and is free to approach even the Chairman.

The organization has well defined structures. Works committees to promote measures for securing and preserving good relations between the employer and workmen, Grievance Redressal Committee for the resolution of disputes arising out of individual grievances at the workplaces, Woman Dispute Redressal Committees to provide for prevention and Redressal of sexual harassment of women at workplace for matters connected therewith or incidental thereto and Canteen Managing Committee to ensure good quality food and water, sufficient sitting arrangements, menu changes, disciplinary actions, etc.

For Minimum notice period regarding the significant operational changes we are following laws and regulations of operating area. Organization also takes care to see that associates are engaged, coached and helped with regard to any significant operational changes.

At our locations in India and overseas there is no working time lost due to industrial dispute, strikes and/or lockouts.

Occupational Health and Safety

Health and safety performance is a key measure of an organization's duty of care. At JISL we nurture a positive health and safety culture. We have full fledged safety committees manned by safety professionals with all required safety measures and procedures and regular periodic audit. Workforce is trained periodically on various aspects of safety; Electrical safety, Artificial respiration system, Emergency preparedness and response, Fire fighting, mock drill, Safety and EOHS awareness, Safety in welding and gas cutting operations and hazardous material handling.

The organization has put in place an active and systematic framework for minimizing the accidents at workplace. For every near miss and accident the organization investigates the cause and takes proper action for maintaining zero accident rates. The following table shows the Severity as well as Frequency rating for India locations. In the reporting period the organization had one incident of fatality at Turkey plant. The Frequency and Severity rating of the food processing as well as plastic divisions for India locations is as follows:

Location	Frequency Rating			Severity Rating		
	FY 08-09	FY 09-10	FY 10-11	FY 08-09	FY 09-10	FY 10-11
Plastic Park	2.2	2.1	2	2	2.8	2.1
Food Park	3.101	2.281	2.242	0.239	0.253	0.249

The organization will include and report on the average hours of training imparted per year per employee by employee category by 2014. Training and development details of associates for India and overseas locations within the boundary of report is as follows:

Year	In-House Faculties			External Institute			Total Man Hours
	No. of programs	No. of associates	Duration (Hours)	No. of programs	No. of associates	Duration (Hours)	
FY 2009-10	406	4562	61679	30	65	1474	63153
FY 2010-11	559	10217	130376	41	92	1960	132336

Average hours of training per year per employee by employee category-Overseas				
Employee Category	Cascade	Turkey	Water Town	Fresno
Senior Management	14.3		4	54
Mid Management	37		4	54
Administration	29	13.8	4	54
Production	8.1	11.0	4	54
Maintenance	9.5			

At the Watertown and Fresno plants training on anti corruption is given during orientation. Training dedicated to HR topics such as or HR modules included in general training programme i.e. Orientation, Harassment, Attendance, Open Enrolment, and Performance Appraisals etc. are included in the general training programme.

Appraising employee performance against common targets aids the personal development of individual employees and contributes to both skills management and development of human capital within the organization. Employee satisfaction can also be enhanced, with improved organizational performance. At JISL the performance and career development review is undertaken once in two years. In reporting period 5 % and 91.2 % of associates received performance review for FY 2009-10 and FY 2010-11 respectively.

Plant	FY 2008-09	FY 2009-10	FY 2010-11
Fresno	100	100	100
Turkey	63	82	82
Watertown	100	100	100

Diversity and Equal Opportunity

JISL is an equal opportunity employer and does not discriminate on the basis of gender, race, colour, language, caste, religion or political opinions held, national or social origin, property or birth or other status in employee recruitment and compensation. The only criterion is merit. The organization believes in the principle of equal pay for equal value. We are committed to gender equality and there is no distinction in any form in terms of remuneration or career progression based on sex, caste or region. As far as the minority groups are concerned, we have 8.5% of total associates from minority communities as per "jus soli" the rule of land in India, in overseas plants 30 % and 2 % employees are from minority and Non-Caucasian groups respectively up to March 2011.

The organization offers wages above the local minimum wages criterion. It is not only contributing to the economic wellbeing of its employees but also building strong community relations, employee loyalty and strengthening the organization's social licence to operate.