



**JTL
INDUSTRIES
LIMITED**
(Formerly known as JTL Infra Limited)
STEEL PIPES

Registered & Corporate Office:
S.C.O. 18-19, Sector 28-C,
Chandigarh 160002, India
CIN: L27106CH1991PLC011536

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Date: 05.08.2023

Corporate Relationship Department, BSE Limited. 25 th Floor, P.J. Towers, Dalal Street, Mumbai-400 001	The Manager, Listing department, National Stock Exchange of India Ltd. 'Exchange Plaza', C- 1 Block G, Bandra Kurla complex, Bandra (East) Mumbai – 400051	Corporate Relationship Department, Metropolitan Stock Exchange of India Ltd. Building A, Unit 205A, 2nd Floor, Piramal Agastya Corporate Park, L.B.S Road, Kurla West, Mumbai – 400070
BSE Scrip Code: 534600	NSE Scrip Code: JTLIND	MSEI Symbol: JTLIND

Dear Sirs, / Mam

Sub.: Business Responsibility and Sustainability Report for FY 2022-23

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, we are submitting herewith the Business Responsibility and Sustainability Report ('BRSR') for FY 2022-23 which forms part of the Annual Report for FY 2022-23.

This is for your information and records.

**Thanking You,
For JTL Industries Limited
(Formerly known as JTL Infra Limited)**

**Gurinder Makkar
Company Secretary & Compliance Officer
M.No. F5124**

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

The Securities and Exchange Board of India (SEBI) vide circular SEBI/HO/CFD/CMD-2/P/ CIR/2021/562, has mandated from the Financial Year 2022-23 filing of Business Responsibility and Sustainability Report (BRSR) for the top 1000 listed companies (by market capitalisation) and shall replace the existing Business Responsibility Report.

JTL Industries Limited (Formerly known as JTL Infra Limited) (JTL) presents its Business Responsibility and Sustainability Report (BRSR) aligned with the National Voluntary Guidelines (NVGs) on Social, Environmental and Economic Responsibilities of Business, issued by Ministry of Corporate Affairs (MCA) and in accordance with Regulation 24(2)(f) of the SEBI (LODR) Regulations, 2015, as amended from time to time.

JTL believes in conducting its business activities in a responsible and sustainable manner by creating value for stakeholders, conserve resources, giving back to the community and maintaining transparency.

JTL is one of the leading manufactures galvanised, welded black, and electrogalvanised steel pipes and tubes ERW pipes steel tubes, lancing pipes, structural, steel, square/rectangular, and round hollow sections, as well as mild steel black ERW square tubes, rectangular and round tubes, and hot rolled steel sections; LTZ sections and other steel products; and scaffolding fittings, scaffolding fitting systems, and accessories, including cold pressed steel scaffolding and drop forged fittings, mild steel angles and channels, and MS angles and channels; solar module mounting structures; solar turnkey EPC solutions; and logistics, and packaging and loading services. We are a high-performing business sensitive to Industry, consumer, community, and societal needs. We are proud of being a responsible producer and marketer of pipes. We seek to do this while committing to keep the highest standards of corporate governance, and responsibility to our people, planet, and society.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT

SECTION A : GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L27106CH1991PLC011536
2	Name of the Listed Entity	JTL INDUSTRIES LIMITED
3	Year of incorporation	1991
4	Registered office address	SCF 18-19 FIRST FLOOR SECTOR 28 C CHANDIGARH CH 160002 INDIA
5	Corporate address	SCF 18-19 FIRST FLOOR SECTOR 28 C CHANDIGARH CH 160002 INDIA
6	E-mail	finance@jtlinfra.com
7	Telephone	+911724668000
8	Website	www.jtl.one
9	Financial year for which reporting is being done:	
	Current Financial Year	April 01, 2022 to March 31, 2023
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited, Metropolitan Stock Exchange of India Limited, National Stock Exchange of India Limited (NSE) (listed at NSE w.e.f June 12, 2023)
11	Paid-up Capital (in Rs.) (as at March 31, 2023)	Rs. 16,86,84,184/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Pranav Singla Executive Director Contact : +91 172 4668000, Email: finance@jtlinfra.com , ps@jtl.one
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which forma part of its consolidated financial statements, taken together)	Disclosures made in this report are on a Standalone basis and pertain only to JTL Industries Limited.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

II. Products/services

14. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Iron/Metal and Steel products and by-products	100%

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	IRON AND STEEL PRODUCTS/PIPES AND BY- PRODUCTS	27310	100

III. Operations

16. Number of locations where plants and/or operations/office of the entity are situated:

Location	Number of plants	Number of offices	Total
National	4	4	8
International	0	0	0

17. Markets served by the entity:

A. Number of locations

Locations	Number
National (No. of States)	25
International (No. of Countries)	20

B. What is the contribution of exports as a percentage of the total turnover of the entity? – 13.00%

C. A brief on types of customers – We, one of the leading producer of Electric Resistance Welded (ERW) steel pipes including one of the largest section of pipes & tubes manufacturers in India. Our customer base includes government departments, urban local bodies, infrastructure turnkey contractors, and we cater to industries such as oil and gas, infrastructure, automotive, construction, water and sewage treatment, agriculture, irrigation and power generation across the globe.

IV. Employees

18. Details as at the end of Financial Year:

A. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	%(H/A)
EMPLOYEES								
1.	Permanent (D)	172	169	98.26%	3	1.74%	0	0
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%	0	0
3.	Total employees (D + E)	172	169	98.26%	3	1.74%	0	0
WORKERS								
4.	Permanent (F)	333	333	100%	0	0.00%	0	0
5.	Other than Permanent (G)	0	0	0.00%	0	0.00%	0	0
6.	Total workers (F + G)	333	333	100%	0	0.00%	0	0

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

B. Differently abled Employees and Workers:

S r. No	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	%(H/A)
DIFFERENTLY ABLED EMPLOYEES								
1.	Permanent (D)	0	0	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0	0	0
3.	Total differently abled employees (D + E)	0	0	0	0	0	0	0
DIFFERENTLY ABLED WORKERS								
4.	Permanent (F)	0	0	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0	0	0
6.	Total differently abled workers (F + G)	0	0	0	0	0	0	0

19. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors (As at March 31, 2023)	8	1	12.50%
Key Management Personnel	5	0	0.00%

20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	Turnover rate in current FY (2022-23)				Turnover rate in previous FY (2021-22)				Turnover rate in the year prior to the previous FY (2020-21)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	1.75%	0.20%	0.00%	1.95%	2.06%	0.00%	0.00%	2.06%	1.25%	0.00%	0.00%	1.25%
Permanent Workers	3.24%	0.00%	0.00%	3.24%	2.71%	0.00%	0.00%	2.71%	2.02%	0.00%	0.00%	2.02%

V. Holding, Subsidiary and Associate Companies (including joint ventures)

21. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held	Does the entity indicated at column A, participate in the Business by listed entity Responsibility initiatives of the listed entity? (Yes/No)
1.	JTL TUBES LIMITED	SUBSIDIARY	100%	NO

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) – YES (ii) Turnover (in Rs.) :

1,553.34 Crores.

(iii) Net worth (in Rs.) : 407.11 Crores

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	(If Yes, then provide web-link for grievance redress policy)	FY (2022-23)			PY (2021-22)		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Re marks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Re marks
Communities	YES	https://www.jtl.one/key-policies/	0	0	NA	0	0	NA
Investors (other than shareholders)	YES	https://www.jtl.one/key-policies/	0	0	NA	0	0	NA
Shareholders	YES	https://www.jtl.one/key-policies/	0	0	NA	0	0	NA
Employees and workers	YES	https://www.jtl.one/key-policies/	0	0	NA	0	0	NA
Customers	YES	https://www.jtl.one/key-policies/	0	0	NA	0	0	NA
Value Chain Partners	YES	https://www.jtl.one/key-policies/	0	0	NA	0	0	NA
Other (please specify)	NA							

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

24. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implication)
1.	Product innovation, safety, and quality	0	Rapidly growing economy and emphasis on import substitution through "Atmanirbhar Bharat" presents significant opportunity for us to meet the requirements, leveraging on our product portfolio and innovation.	NA	Positive Implications. Development of the right strategy on product innovation and quality may impact our business in a positive manner,
2.	Social Responsibility	0	JTL's business objectives and principals have been aligned with various industry trends. This analysis has enabled in identification of the risks and opportunities for JTL.	NA	Positive Implications
3.	Climate Change	0	JTL Industries Limited continues to invest in upgrading existing technologies to minimise its environmental footprint. We closely monitor air quality, effluent discharge and other environmental parameters to ensure that they comply with all existing regulations.	-	Positive Implications

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implication)
4.	Occupational health & Safety	R	<p>Employees and workers are backbone of our business operations, and we believe in providing them a healthy and safe workplace.</p> <p>Additionally, Employee Health and Safety incidents pose regulatory, reputational, and business continuity risks. Risk of failure/ non-compliance can impact our business operations</p>	<p>Our health and safety guidelines ensure compliance with local and international laws, regulations and standards. The primary focus is protecting the employees and communities from harm and operations from business interruptions.</p> <p>Periodic safety training, mandatory usage of safety gadgets such as safety shoes, helmets, hand gloves, masks on shop floor/plants.</p> <p>Strong security arrangements like security check-post, entry pass / identity cards, access control system, CCTVs at critical locations</p>	<p>Positive:</p> <p>Even though we need to invest in safety related technology, PPE and training, the benefits of uninterrupted operations outweigh the associated costs.</p>
5.	Governance, Ethics and Transparency	O	JTL's business objectives and principals have been mapped with various industry trends. This analysis has enabled in identifying the risks and opportunities for JTL	NA	<p>Positive:</p> <p>Strong ethics and compliance facilitate a positive impact in terms of increased employee retention, cost savings on rehiring and ability to achieve and exceed targeted performance.</p>

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implication)
6.	Risk Identification and Management	R	JTL's business objectives and principles have been mapped with various industry trends. This analysis has enabled in identifying the risks and opportunities for JTL.	<p>The Company has established a risk management policy that defines the overall risk management framework covering guidelines for risk identification, assessment, prioritisation, mitigation, and monitoring.</p> <p>The risk management committee of the Board oversees and reviews the risk management framework as well as the assessment of risks, their management, and mitigation procedures. The committee reports its findings and recommendations to the Board.</p>	<p>Positive:</p> <p>While establishing robust HSE, and training of workforce/ employees require investments, but result in a positive impact due to prevention of avoidable operational interruptions.</p>
7.	Customer Satisfaction	Opportunity	Customer satisfaction leads the path for market development, market penetration and getting value to the customers thereby resulting in gains for the Company. It is an important factor for the reputation of our brand..	NA.	<p>Positive:</p> <p>Increased customer satisfaction presents immense positive implication in terms of repeat orders, and market expansion, by establishing us as a highquality brand.</p>

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
a. Web Link of the Policies, if available	https://www.jtl.one/key-policies/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>ISO 9001: 2015.</p> <p>All policies conform to the applicable laws of the country, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and National Guidance on Responsible Business Conduct. In addition, the policies have been formulated in accordance with the ISO 9001: 2015.</p>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The commitments and goals wherever required are set by the Company and have been mentioned in Annual Report wherever applicable.</p> <p>The Company endeavours to become a frontrunner in the Iron and steel pipes business with the least environmental footprint. JTL's mission serves as guiding pillar on the road to provide sustainable solutions to its customers and become a socially responsible citizen. The Company's approach to sustainable development is incorporated into its business strategy. An integral part of its sustainable journey and its continuous endeavour to protect the environment through conservation of water and energy, minimisation of waste and environmentally sound disposal.</p> <p>With a clear roadmap in mind and focus, the performance of these goals and material topics have been identified and will be reviewed in the internal review meetings.</p>								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	N.A								

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

Governance, leadership and oversight

<p>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</p>	<p>In keeping with Company's commitment to reducing the environmental impact of business, the Company has implemented a rigorous risk assessment as part of Business Risk Management framework. The procedure entails a thorough examination of all of our processes, raw materials, products, and services, as well as identifying and quantifying the importance of Environmental Aspects and Associated Impacts.</p> <p>The Board of the Company reviews the matters related to ESG and business responsibility activities from time to time.</p> <p>We are dedicated to promoting community efforts that drive improvements in education, rural development, and making public infrastructure accessible to people with reduced mobility. We prioritise the conservation of natural resources and improving operational efficiencies to minimise our environmental footprint. We aim to build resilience in our business and among our stakeholders, and we monitor our activities and their environmental and social impacts to ensure that we create value for all stakeholders.</p>
<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>Mr. Madan Mohan, Managing Director</p>
<p>9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No).</p>	<p>Yes, Mr. Madan Mohan, Managing Director of the Company oversees and periodically review Business Responsibility and Sustainability Initiatives of the Company.</p> <p>The Corporate Social Responsibility (CSR) Committee also (formed under Section 135 of the Companies Act, 2013) reviews the performance of Corporate Social Responsibility programmes and initiatives of the Company. Also the risk management Committee evaluates the the sustainability related issues from time to time.</p>
<p>If yes, provide details.</p>	<p>The Corporate Social Responsibility Committee and the Risk Management Committee constituted by the Board of the Company evaluated the sustainability related issues from time to time.</p>

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

10. Details of Review of NGRBC's by the Company:

Subject For Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against Above policies and follow up action	All the policies are reviewed periodically or on a need basis by department heads, business heads, senior management personnel/ respective committees and placed before the BOD as and when required. In the assessment, the efficacy of these policies is also reviewed and necessary changes to policies and procedures are implemented.									Periodically/ Need basis								
Compliance with Statutory requirements of relevance to the principles, and, rectification of any non- compliances	Departmental heads/ Director/ Committee of the Board. The Company complies with the extant regulations as applicable. In case of any non-compliances, the Company investigates and rectifies the issues.									Ongoing basis								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?(Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No. The assessment/ evaluation of the working of its policies is being done internally. From the best practices perspective as well as from a risk perspective, policies are periodically evaluated and updated by Senior Leadership Teams and approved by the Board.								

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	All Principles are covered by the policies.								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1 BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	The Company conducts familiarisation programmes for its Board of Directors at regular intervals in discussing various topics such as Corporate Governance, Companies Act,2013, SEBI (Listing Obligations and Disclosure Requirements) Regulations,2015, Environmental and safety matters, Corporate Social Responsibility, Business Growth , Anti-bribery, Anti-corruption and sustainability and various other regulatory updates.	100.00%
Key Managerial Personnel	4	The Company conducts familiarisation programmes for its Key Managerial Personnel at regular intervals in discussing various topics such as Corporate Governance, Companies Act,2013, SEBI (Listing Obligations and Disclosure Requirements) Regulations,2015, Environmental and safety matters, Corporate Social Responsibility, Business Growth , Anti-bribery, Anti-corruption and sustainability and various other regulatory updates	100.00%
Employees other than BOD and KMPs	4	The Employee and workers were given sessions on following topics: <ol style="list-style-type: none"> 1. Code of Conduct 2. Health & safety, 3. Skill development programme, 4. Information on cyber security awareness, 5. Programmes on mental and physical well being. 6. Time Management and Critical thinking. 	100.00%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Workers	4	<p>Session has been conducted including following to develop skills and update their knowledge with the aim of providing safer work place for all employees and works at the plants :</p> <ol style="list-style-type: none"> 1. Health and Safety related training and awareness sessions have been conducted 2. Waste Management 3. Advance Fire Fighter Training 	100.00%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Reply:

Details of penalty or fine

Sr.	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In Rs.)	Brief of the Case	Has an appeal been preferred? (Yes/No)
1.				Rs. 10,000/- each by BSE/MSEI for Late filing of NCLT appointed Scrutiniser's Report and Voting result. (Delay was not on account of fault of the Company and the fine was duly paid under protest)	
2.				Rs. 10,000/- by MSEI for non-filing of intimation of Board Meeting due to some technical glitches.	

Details of settlement

Sr.	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In Rs.)	Brief of the Case	Has an appeal been preferred? (Yes/No)
				NA	

Details of compounding fee

Sr.	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In Rs.)	Brief of the Case	Has an appeal been preferred? (Yes/No)
				NA	

Non - Monetary

	Imprisonment			NA
	Punishment			NA

Details of imprisonment

Sr.	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In Rs.)	Brief of the Case	Has an appeal been preferred? (Yes/No)
				NA	

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

Punishment					
Sr.	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In Rs.)	Brief of the Case	Has an appeal been preferred? (Yes/No)
NA					

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Details of the Appeal or Revision Preferred in cases where Monetary or Non-Monetary action has been Appealed		
Sr.	Case Details	Name of the regulatory/ enforcement agencies/judicial institutions
NA		

4. Does the entity have an anti-corruption or anti-bribery policy? : YES

If yes, provide details in brief Provide a web-link to the policy, if available	Yes, our business code of conduct covers anti-corruption or anti-bribery related requirements. The Company has a Vigil Mechanism framed under Section 177 of Companies Act, 2013, and Anti-bribery policy to deal with any instances of corruption or bribery. Our Guiding Principles document clearly states that the Company does not accept gifts, favours, or entertainment from any person or organisation with which there are official dealings.
Web link anticorruption or anti bribery policy is place	https://www.jtl.one/key-policies/ https://www.jtl.one/wp-content/uploads/2023/06/Jtl-Anti-Bribery-Anti-Corruption-Policy.pdf

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY (2022-23)	PY (2021-22)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest:

	FY (2022-23)		PY (2021-22)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.:

N.A

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year

Sr. No.	Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
1.	2	<ul style="list-style-type: none"> • Anti-Corruption & Anti-Bribery • Conflict of Interest • Prevention of sexual harassment • Whistle blower policy 	Approx 54%

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?

Ans : Yes, we have processes in place to avoid and manage conflicts of interests involving members of the Board.

The Company's code of Conduct and policy on dealing with the related party transactions requires that the management avoids any transaction directly or indirectly in which they have a direct or indirect interest that conflict the interests of the Company.

The Company receives an annual declaration from its Board of Directors, Key Managerial Personnel and Senior Management Personnel on the entities they are interested in, which can arise a conflict of interest, and ensures requisite approvals as required under the applicable laws are taken prior to entering into transactions with respective entity.

PRINCIPLE 2 BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY (2022-23)	PY (2021-22)	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	NA
Capex	0.00%	0.00%	NA

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No):

Ans. Yes, the Company strives to implant sustainability throughout its supply chain system. Our sustainability policy emphasises the optimal use of resources such as energy, water and raw materials for all products and ensures that the manufacturing process is in harmony with the environment and fulfils our social responsibilities.

b. If yes, what percentage of inputs were sourced sustainably? 100.00%

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for

- (a) Plastics (including packaging): Plastic waste is collected and disposed to authorised vendors
- (b) E-waste: Disposed to authorised vendors
- (c) Hazardous waste: N.A.
- (d) other waste: Other waste is collected and disposed to authorised vendors.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No):

Ans. Extended Producer Responsibility is not applicable to JTL Industries Limited. However, Waste management plan of the Company considers the evolving regulations both, from a waste minimisation and recycling/re-use perspective.

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same. : NOT APPLICABLE

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?

NA

If yes, provide details

NA

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

NA

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

NA

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY (2022-23)			PY (2021-22)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0.575	0	0	0.545
E waste	0	0	0.15	0	0	0.135
Hazardous waste	0	0	740	0	0	650
Other Waste	NA	0	3.73	0	0	2.8

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category

NA

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	169	0	0.00%	169	100%	0	0.00%	0	0.00%	0	0.00%
Female	3	0	0.00%	3	100%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	172	0	0.00%	172	100%	0	0.00%	0	0.00%	0	0.00%
Other than permanent employees											
Male	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

b. Details of measures for the well-being of workers:

% of workers covered by

Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male	333	0	0.00%	333	100%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	333	0	0.00%	333	100%	0	0.00%	0	0.00%	0	0.00%
Other than permanent Workers											
Male	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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2. Details of retirement benefits

Benefits	FY (2022-23)			PY (2021-22)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	3.07%	80.81%	Yes	3.01%	78.02%	Yes
Gratuity	100.00%	100.00%	Yes	100.00%	100.00%	Yes
ESI	22%	41.75%	Yes	19.03%	38.07%	Yes
Others – please specify	NA					

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?	Yes, the Company strongly acknowledges the immense benefits of having a diverse workforce. It's our unwavering commitment to providing every employee with equal employment opportunities and fostering an inclusive work environment where everyone is treated with the utmost respect and dignity.
If not, whether any steps are being taken by the entity in this regard.	NA

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes, we strongly believe in respecting the individuality of our employees and are committed to creating a healthy, safe, and secure work environment that enables employees to work without fear of prejudice, gender bias, and sexual harassment.	
If so, provide a web-link to the policy.	The Company doesn't have differently abled person.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	100	100	100
Female	100	100	100	100
Other	100	100	100	100
Total	100	100	100	100

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

The Company is committed to provide a safe and conducive work environment to all of its employees and associates. Transparency and openness are organisational values and are practiced across all levels. The employees are encouraged to talk to their reporting managers in case of any grievances. They can also reach out to Human Resource team with their grievances.

Any employee or worker can also raise a concern/ grievance under the Whistle blower policy.

If yes, give details of the mechanism in brief.	Yes/ No	(If Yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers	Yes	Through its Whistle Blower Mechanism, the Company provides a grievance redressal mechanism and encourages its employees and workers to bring to attention any instances of unethical behaviour, incidents, frauds or violation. The Company has created specific Email ID through which, Employees can send email directly to Audit Committee Chairman or Members of Audit Committee. Additionally, the Company practices an open door approach through which the Employees and Workers can raise their grievances with their immediate senior(s) or the Human Resource Department
Permanent Employees Other than Permanent Employees	Yes	The non-permanent employees and workers communicate their grievances through their respective supervisors. The grievances are further communicated to the Company for necessary action and resolution of the grievances. Additionally, they can also report on any instances of unethical behavior, incident or violations through the Company's Whistleblower mechanism. The Company has also placed "Suggestion Box" at its plants which can be used by the employees and workers to raise their grievances

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Category	FY (2022-23)			PY (2021-22)		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	172	0	0.00%	120	0	0.00%
Male	169	0	0.00%	118	0	0.00%
Female	3	0	0.00%	2	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total Permanent Workers	333	0	0.00%	285	0	0.00%
Male	333	0	0.00%	285	0	0.00%
Female	0	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

8. Details of training given to employees and workers:

Category	FY (2022-23)					PY (2021-22)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	169	169	100.00%	169	100.00%	118	118	100.00%	118	100.00%
Female	3	3	100.00%	3	100.00%	2	2	100.00%	2	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	172	172	100.00%	172	100.00%	120	120	100.00%	120	100.00%
Workers										
Male	333	333	100.00%	333	100.00%	285	285	100.00%	285	100.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	333	333	100.00%	333	100.00%	285	285	100.00%	285	100.00%

9. Details of performance and career development reviews of employees and worker:

Category	FY (2022-23)			PY (2021-22)		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	169	169	100.00%	118	118	100.00%
Female	3	3	100.00%	2	2	100.00%
Other	0	0	0.00%	0	0	0.00%
Total	172	172	100.00%	120	120	100.00%
Workers						
Male	333	333	100.00%	285	285	100.00%
Female	0	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total	333	333	100.00%	285	285	100.00%

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	<p>Yes, The Company has in place Health and Safety management systems which effectively managed to reduce risks in the workplace of company. It provides structured management approach to control safety & environmental risks.</p> <p>The Plant of the Company is covered under ISO Certification i.e. ISO 9001:2015.</p>
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	<p>Step 1: Collect Existing Information about Workplace Hazards.</p> <p>Step 2: Inspect the Workplace for Safety Hazards.</p> <p>Step 3: Identify Health & Work-Related Hazards.</p> <p>Step 4: Conduct Incident Investigations.</p> <ul style="list-style-type: none"> Step 5: Identify Hazards Associated with Emergency Situations

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c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks?	Yes, we have well defined systems and processes for workers to report work-related hazards and remove themselves from such risks.
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?	Yes, all the employees/workers have access to non-occupational medical and healthcare services.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY (2022-23)	PY (2021-22)
Lost Time Injury Frequency Rate (LTIFR) (per one Million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	--	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

Safe and healthy workplace has been one of the major focus areas for us.

The Company's plants, facilities and manufacturing equipment are designed based on careful consideration of statutory requirements, for healthy and safe workplace physical measures of health and safety such as first aid training, Behavior Base Safety, fire drill etc. are provided, to promote a culture of Health and Safety.

Additionally, the Company continuously looks into the matters of the health and safety and has taken many initiatives including following:

- On site emergency plan depicting all the emergency exits, emergency handling situation, and emergency numbers, and mitigation measures for emergency events.
- Firefighting equipments are placed on site which are regularly monitored.
- Health check-up camps are organised annually.

The Company provides training to its workers in area of fire fighting, provide first aid training

13. Number of Complaints on the following made by employees and workers:

	FY (2022-23)			PY (2021-22)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

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14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.00%
Working Conditions	100.00%
15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.	Various safety protocols and hierarchy of controls are in place to mitigate hazards and ensure safety of workplace and its team members. Working conditions and other Risks are regularly reviewed and rectified.
We have also introduced advanced technology interventions to prevent accidents and are working on further improvements to address safety-related incidents in the plants and workplace.	

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees (Y/N)	Employee's wellbeing is a priority for the management of the Company. In the unfortunate case of death of an employee or a worker, the Company supports the next of kin and the family to claim their dues that are legally available to them and as per their entitlement as defined by Company policy from time to time.
(B) Workers (Y/N).	Worker's wellbeing is a priority for the management of the Company. In the unfortunate case of death of an employee or a worker, the Company supports the next of kin and the family to claim their dues that are legally available to them and as per their entitlement as defined by Company policy from time to time.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company is committed to abide by applicable legislations and rules. The Company gives the confirmation and necessary information to value chain partners for deduction of statutory dues. Further, Company takes necessary efforts to ensure that statutory dues applicable to all the transactions are deducted and deposited as per regulations

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY (2022-23)	PY (2021-22)	FY (2022-23)	PY (2021-22)
Employees	0	0	0	0
Workers	0	0	0	0

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4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

No

5. Details on assessment of value chain partners:

Your Company is committed to continuously raise awareness to comply with applicable laws and regulations related to labor and employment. including gender diversity, human rights, child labor, wages, working hours, bribery & corruption.

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	NIL
Working Conditions	NIL

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

No corrective action plan has been necessitated.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

The Company values all the stakeholders of the Company and maintains long term cordial relationship with them. We prioritised our key stakeholders to understand their expectations and concerns. Through regular interactions with our stakeholders across various channels, we have been able to strengthen our relationships and enhance our organisational strategy. The Stakeholders are determined based on the significance of their impact on the business.

2. List of stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Sr.	Stakeholder Group	Whether identified as Vulnerable & Marginalised Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Employees & Workers	No	<ul style="list-style-type: none"> • In-house newsletters • Performance appraisals • Reward & Recognition • E-mail 	Continuous	<ul style="list-style-type: none"> • Enhance efficiency, • Training & continuous learning • Capacity building & career progression. • Human Rights aspects related to employee well-beings.
2	Shareholders & Investors	No	<ul style="list-style-type: none"> • Newspapers • SMS • Email, • AGM, • Annual Reports, • Company's Website, • Investor Meets, Press Release & • Communication to Stock Exchange & SEBI 	Continuous	<ul style="list-style-type: none"> • Business Updates and performance details on finance. • Keeping communications channels open with analysts and investor community and helps to connect them with management. • Shareholder support and feedback on operations provides continuous guidance for the management and governance

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Sr.	Stakeholder Group	Whether identified as Vulnerable & Marginalised Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
3.	Customers		<ul style="list-style-type: none"> • Emails • Engagement through website, social media • Advertisements • Phone calls 	Frequent and as an when required.	<ul style="list-style-type: none"> • Consistent quality at competitive prices; • New and innovative products, as per latest market requirements; • Easy access to products and services • Timely deliveries
4.	Regulators	No	<ul style="list-style-type: none"> • Mandatory regulatory filings. • Periodical submission of business performance. • Written communications. 	Continuous	<ul style="list-style-type: none"> • Compliance with rules and regulations. • Timely reporting through various compliance-based forms.
5.	Suppliers/ Vendors/ third-party manufacturers	No	<ul style="list-style-type: none"> • Vendor Meets • E-mails • Websites 	Continuous	<ul style="list-style-type: none"> • Fair and ethical procurement & engagement practices • Pricing and favorable terms of payment • Timely clearance

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

We communicate with our stakeholders mainly through the annual report, websites and the annual general meeting (AGM) and the Company has also constituted Stakeholder Relationship Committee to receive the necessary feedback from stakeholders.

The Company has always maintained a constant and proactive engagement with our key stakeholders that enables the Company to better communicate its strategies and performance.

A continuous engagement helps align expectations, thereby enabling the Company to better serve its stakeholders.

The Board is kept abreast on various developments and feedback on the same is sought from the Directors.

Respective business heads engage with the stakeholders on various business functions, and feedback from such consultation is provided to the Board, wherever applicable. The board is informed through the stakeholder relationship committee, which receives the necessary feedback from stakeholders

2. Whether stakeholder consultation is used to support identifying and managing environmental and social topics?

If so, provide details of how the inputs received from stakeholders on these topics were incorporated into the policies and activities of the entity.

Yes, The Company believes in working with all stakeholders and also acknowledges that they are an integral part of the Business. Stakeholders are regularly engaged in an effort to constructively contribute to the important issues of social impact, Environment and Human Rights.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalised stakeholder groups.

The Company takes various initiatives like training to drivers, workers, medical aids, machine operations, fire-fighting equipments and training to address the concerns of vulnerable groups.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

PRINCIPLE 5 BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY (2022-23)			PY (2021-22)		
	Total (A)	No. of employees/workers covered (B)	% (B/ A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees						
Permanent	172	172	100.00%	120	120	100.00%
Other than permanent	0	0	0.00%	0	0	0.00%
Total Employees	172	172	100.00%	120	120	100.00%
Workers						
Permanent	333	333	100.00%	285	285	100.00%
Other than permanent	0	0	0.00%	0	0	0.00%
Total Workers	333	333	100.00%	285	285	100.00%

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY (2022-23)					PY (2021-22)				
	Total (A)	Equal to Minimum wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No.(E)	% (E / D)	No.(F)	% (F / D)
Employees										
Permanent	172	0.00%	0.00%	172	100.00%	120	0	0.00%	120	100.00%
Male	169	0	0.00%	169	100.00%	118	0	0.00%	118	100.00%
Female	3	0	0.00%	3	100.00%	2	0	0.00%	2	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Workers										
Permanent	333	0	0.00%	333	100.00%	285	0	0.00%	285	100%
Male	333	0	0.00%	333	100.00%	285	0	0.00%	285	100%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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Details of remuneration/salary/wages, in the following format

*Category	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BOD) **	3	Rs. 24.00 Lacs	0	NIL
Key Managerial Personnel	3	Rs. 24.00 Lacs	0	NIL
Employees other than BOD and KMP	163	Rs. 3.24 Lacs	3	Rs. 6.00 Lacs
Workers	333	Rs. 1.86 Lacs	0	NIL

**Only Mg. Director/Whole Time Directors, KMP, Employees and Workers have been considered. Sitting Fee paid to Non-Executive-Independent Directors is not included in above.

**In Board of Directors, Whole Time/Executive Directors have been included whereas Mg. Director, CFO and Cs have been considered in KMPs

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Yes, The Human Resource Department is responsible for recording and addressing any human rights issues that may have occurred. However, the Company promotes active prevention, for example, employees were trained to understand Human rights, its manifestation and approaches to report it.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

The Company is committed to maintain a safe and harmonious business environment and workplace for everyone, irrespective of the ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation and such other parameters. The Company believes that every workplace shall be free from violence, harassment, intimidation and/or any other unsafe or disruptive conditions, either due to external or internal threats. Accordingly, the Company has aimed to provide reasonable safeguards for the benefit of employees at the workplace, while having due regard for their privacy and dignity.

And further, the Employees are encouraged to approach their Reporting Manager, Head of Department or personnel from Human Resource Department for any grievances.

6. Number of Complaints on the following made by employees and workers:

	FY (2022-23)			PY (2021-22)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	N.A.	0	0	N.A.
Discrimination at workplace	0	0	N.A.	0	0	N.A.
Child Labour	0	0	N.A.	0	0	N.A.
Forced Labour/ Involuntary Labour	0	0	N.A.	0	0	N.A.
Wages	0	0	N.A.	0	0	N.A.
Other human rights related issues	0	0	N.A.	0	0	N.A.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases. :

The Company promotes an open culture of communication devoid of any bullying or harassment of any kind. The Whistleblower Policy provides the guidelines and mechanism that the Company follows for the protection of the complainant / whistleblower. The investigation is done strictly in a confidential manner ensuring the protection of the complainant against any retaliation. All care is taken to withhold the identity of the complainant / whistleblower. The Company provides necessary safeguards to all whistleblowers for making protected disclosures in good faith, in all the areas mentioned in the Code of Conduct such as business with integrity, responsible corporate citizenship, illegal and unfair labor practices, trade practices and other laws.

The Company's approach to Sexual Harassment is strictly based on Prohibition, Prevention and Redressal in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) and the Rules made thereunder. The Company ensures strict confidentiality of the investigation procedure and protection of the identity of the complainant. The Company's POSH committee is constituted in accordance to the letter and spirit of the act. Reputed and senior professional trained on the act and in the art of investigation are nominated to serve on the Internal Committee.

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No) :

No

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	The Company is in compliance with the applicable laws.
Sexual harassment	
Discrimination at workplace	
Wages	

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above:

There were no corrective actions taken since there were Nil concerns arising from the assessments.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

No complaints have been received during the Financial Year under review. Accordingly, no business processes have been modified or introduced for addressing human rights grievances/complaints.

2. Details of the scope and coverage of any Human rights due-diligence conducted

The Company has established strong practices to actively discourage not just human rights but also other kinds of behavior that may be in contravention to the Company's Ethics policy and Code of Conduct.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, the Company strongly believes in the idea of providing equal opportunities to all its employees' and in line with the same the Company is committed to make its premises accessible for differently abled employees & workers.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	0.00%
Discrimination at workplace	0.00%
Child Labour	0.00%
Forced Labour/Involuntary Labour	0.00%
Wages	0.00%
Others – please specify	NA

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

NA

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY (2022-23) (Current Financial Year)	FY (2021-22) (Previous Financial Year)
Total electricity consumption (A)	9,52,67,044	10,48,31,207
Total fuel consumption (B)	14,93,39,914	12,88,40,299
Energy consumption through other sources (C)	7,55,261	5,93,428
Total energy consumption (A+B+C)	24,53,62,219	23,42,64,935
Energy intensity per rupee of turnover (Total energy consumption /turnover in rupees)	0.016	0.017
Energy intensity (optional)–the relevant metric may be selected by the entity	NA	NA
Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N):	No	
If yes, name of the external agency	NA	

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N)? If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any:

Not Applicable

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY (2022-23)	PY (2021-22)
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	6,090	5,965
(iii) Third party water	975	875
(iv) Seawater / desalinated water	0	0
(v) Others	300	225
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	7,365	7,065
Total volume of water consumption (in kiloliters)	7,365	7,065
Water intensity per rupee of turnover (Water consumed / turnover)	0.000000474	0.000000519
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Note : Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)- No
If yes, name of the external agency? Not Applicable

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation:

Yes, the Company's Plant situated at Mangaon is under commissioning to achieve Zero Liquid Discharge (ZLD) and it will be completed in the financial year 2023-24. The Company implements water conservation through reduce, reuse, recharge and recycle approach within its manufacturing locations

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY (2022-23)	FY (2021-22)
NOx	Mg/NM3	Within statutory limits	Within statutory limits
SOx	Mg/NM3	Within statutory limits	Within statutory limits
Particulate matter (PM)	Mg/NM3	<60	<60
Persistent organic pollutants (POP)	Mg/NM3	Within statutory limits	Within statutory limits
Volatile organic compounds (VOC)	Mg/NM3	Within statutory limits	Within statutory limits
Hazardous air pollutants (HAP)	Mg/NM3	Within statutory limits	Within statutory limits
Others please specify	Mg/NM3	Within statutory limits	Within statutory limits

Note : Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) :
No If yes, name of the external agency? (Y/N) : Yes

The Company has appointed Center for Environment and Food technology Private Limited Bldg No. 17 1st Floor DLF Industrial Area Moti Nagar New Delhi for carrying out the independent assessment/evaluation and assurance.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY (2022-23)	PY (2021-22)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	-	-	-
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	-	-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

"Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)"

: **No**

If yes, name of the external agency.: **Not Applicable**

Does the entity have any project related to reducing Green House Gas emission? : **No** If yes, name of the external agency.:

NA

7. Provide details related to waste management by the entity, in the following format:

Parameter	FY (2022-23)	PY (2021-22)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.575	0.545
E-waste (B)	0.15	0.135
Bio-medical waste (C)	NIL	NIL
Construction and demolition waste (D)	3.5	2.8
Battery waste (E)	0.23	NIL
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G) (ZINC WASTE)	740	675
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NA	NA
Total (A+B + C + D + E + F + G + H)	744.455	678.48

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste		
(i) Recycled	NIL	NIL
(ii) Re-used	NIL	NIL
(iii) Other recovery operations	NIL	NIL
Total	NIL	NIL

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

"Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)" :

NO

If yes, name of the external agency: **Not Applicable**

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

- 8. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.:**

Ans. We comply with all regulations concerning the safe and responsible management of waste materials. The waste is disposed off to authorised vendors/agencies. We have implemented waste management practices across our establishments to increase waste efficiency. Hazardous and non-hazardous waste are

segregated and managed through a robust waste management system. Hazardous waste is sent to registered recyclers or CPCB authorised TSDF for disposal, while e-waste is sent to registered recyclers.

- 9. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:**

NA

- 10. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:** NA

- 11. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N).:**

Yes, Company is compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection Act and rules thereunder.

Leadership Indicators

- 1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:**

Parameter	FY (2022-23)	PY (2021-22)
From renewable sources		
Total electricity consumption (A)	6,49,99,047	7,73,53,865
Total fuel consumption (B)	12,38,95,213	9,32,08,071
Energy consumption through other sources (C) (Details of energy consumed from renewable 400 KW roof top solar modules).	0	0
Total energy consumed from renewable sources (A+B+C)	18,88,94,260	17,05,61,936
From non-renewable sources		
Total electricity consumption (D)	3,02,67,997	2,74,77,342
Total fuel consumption (E)	2,54,44,701	3,56,32,229
Energy consumption through other sources (F)	7,55,261	5,93,428
Total energy consumed from non-renewable sources (D+E+F)	5,64,67,959	6,37,02,999

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N):

No

If yes, name of the external agency:

NA

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

2. Provide the following details related to water discharged:

Parameter	FY (2022-23)	PY (2021-22)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
No treatment (Not usable)	1,800	1,535
With treatment – please specify level of treatment	0	0
(v) Others		
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	1,800	1,535

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N):

No

If yes, name of the external agency

NA

3. Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- Name of the area
- Nature of operations
- Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres)	Nil	Nil
Total volume of water consumption (in kilolitres)	Nil	Nil

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Parameter	FY 2022-23	FY 2021-22
Water intensity per Crores rupee of Turnover (Water consumed / turnover)	Nil	Nil
Water intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater		
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater		
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third parties		
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(v) Others		
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	Nil	Nil

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

If yes, name of the external agency

NA

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY (2022-2023)	FY (2021-2022)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	NA	NA	NA
Total Scope 3 emissions per rupee of turnover	NA	NA	NA
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	NA	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N): No

If yes, name of the external agency. : **NA**

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

NA

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

- 6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives**

Sr No.	Initiative undertaken	Details of the initiative (Web- link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
1	ZLD Plant	The plant is located at Mangaon unit.	the Company's Plant situated at Mangaon is under commissioning to achieve Zero Liquid Discharge (ZLD) and it will be completed in the financial year 2023-24.	N.A.

- 7. Does the entity have a business continuity and disaster management plan?**

Yes

Details of entity at which business continuity and disaster management plan is placed or weblink.

We have implemented a Disaster management plan for the occurrence of a sudden calamity of a chain of events, which affect normal working within the factory area and/or may Cause Serious injuries etc. We have an Emergency Response and Preparedness plan in place that includes identifying operational emergencies such as fire, gas leakage, oil spillage, Zinc dust exposure, and hot metal spillage, as well as natural emergencies like earthquake, flood, cyclone, and tsunami. The Disaster Management Plan aims to ensure the safety of life and protection of the environment, installations, and production. It is widely circulated, and personnel are trained through rehearsals/drills by internal and external agencies to tackle the consequences of a major emergency inside or in the immediate vicinity of the plant. The plan's objective is to minimise losses of human beings, properties, and the general environment

- 8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

No significant adverse impact has been observed from the value chain pertaining to the environment.

- 9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

54.00%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

PRINCIPLE 7 BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT**Essential Indicators**

1. a. Number of affiliations with trade and industry chambers/ associations.

NA

- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to

S . No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
NA		

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.

Sr.	Name of authority	Brief of the case	Corrective action taken
NA			

Leadership Indicators

1. Details of public policy positions advocated by the entity

Sr. no.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board	Web Link, if available
NA					

PRINCIPLE 8 BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT**Essential Indicators**

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Sr.	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link
N.A. As there were no projects that required SIA as per law in the current year.						

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S . No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In Rs.)
N.A.						

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

3. Describe the mechanisms to receive and redress grievances of the community.

The Company aims at balancing the needs and address the concerns of our stakeholders and endeavor to take into the consideration the impact we have on the environment, society and the community. We are committed to giving back to the society within which it operates and flourishes and as part of this principle, we have chosen our initiatives under our CSR Programs.

The Company has in place Stakeholder's relationship and Sexual Harassment Committee for grievances. However, the employees and workers can approach to the Human Resource Department for any grievances. The Company has contact details and email on its website for enquiry related to Company's service and sales query.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY (2022-23)	PY (2021-22)
Directly sourced from MSMEs/ small producers	0.5%	0.4%
Sourced directly from within the district and neighboring districts	32%	30.50%

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments

(Reference: Question 1 of Essential Indicators above):

Sr. No.	Details of negative social impact identified	Corrective action taken
	NA	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Sr. No.	State	Aspirational District	Amount spent (In Rs.)
	NA		

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups? (Yes/No)

No

(b) From which marginalised /vulnerable groups do you procure?

NA

(c) What percentage of total procurement (by value) does it constitute?

NA

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge

Sr.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes/ No)	Basis of calculating benefit share
	Not Applicable			

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Sr.	Name of authority	Brief of the Case	Corrective action taken
NA			

6. Details of beneficiaries of CSR Projects

Sr.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
NA			

PRINCIPLE 9 BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER**Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

For us, our consumers have always been of great value to us. Their Complaints/Feedback holds a great importance in our improvement.

To ensure that we are always available to our consumers, the Company has created an Email ID which is mentioned on each of the Company's products. The consumers can send an email to the said Email ID describing the issues faced by them in detail. The concerned official's responds to the said email within stipulated time. The customers can also connect with marketing co-ordinators for any product related queries.

Additionally, Consumers can register their complaints digitally on the website in the query section. We then try to respond to these complaints within a stipulated time or an update on the next course of action taken to resolve the complaint is informed to them. If required, Complaints are escalated and resolved within the time bound period depending on the nature of the complaint.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about

	As a percentage to total turnover
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	NA
Recycling and/or safe disposal	NA

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

3. Number of consumer Complaints in respect of the following

	FY (2022-23)		Re- mark	PY (2021-22)		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

4. Details of instances of product recalls on account of safety issues

	Number	Reasons for recall
Voluntary recalls	0	0
Forced recalls	0	0

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?

Yes, our Company has cyber security and risks related to data privacy policy. This policy covers security concerns in both business processes and organisational aspects.

If available, provide a web-link of the policy	https://www.jtl.one/wp-content/uploads/2023/06/Policy-on-Cyber-Security-and-Risks-Related-to-Data-Privacy.pdf
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6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services.N.A

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).	Product details are available on the Company's website at https://www.jtl.one/
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services	This is done one to one with customers. In our case we educate consumers on correct jointing and commissioning process of pipes.
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.	Any delays in delivery are immediately informed to the consumer as soon as they come to our knowledge.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

4. Does the entity display product information on the product over and above what is mandated as per local laws?

Yes, all products manufactured by us are compliant with the mandatory codes, specifications, industry regulations, and statutory safety norms of the country. Additionally, we label our products with all necessary product information and detailed specifications in the information manuals and documents.

If yes, provide details in brief

As part of our customer engagement policy, we carry out a customer satisfaction survey every year. The results of the survey are shared internally with the concerned departments, and improvements are made based on the corrective actions proposed as an outcome of the survey.

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole?

No

5. Provide the following information relating to data breaches 0

a. Number of instances of data breaches along-with impact 0

b. Percentage of data breaches involving personally identifiable information of customers 0