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Date: 21/08/2024

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BSE Scrip Code: 534600	NSE Scrip Code: JTLIND	MSEI Symbol: JTLIND

REF: BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT OF THE COMPANY FOR FY 2023-24

Dear Sir/ Ma'am

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 2023-24 which forms part of the Annual Report for FY 2023-24.

This is for your information and records

Thanking You,
For JTL Industries Limited
(erstwhile JTL Infra Limited)

Amrender Kumar Yadav
Company Secretary & Compliance Officer

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 2022-2023 filing of Business Responsibility and Sustainability Report (BRSR) for the top 1000 listed companies (by market capitalization) and to comply with the same Company published its first Business Responsibility and Sustainability Report in its Annual Report for the FY 2022-23.

JTL Industries Limited proudly unveils its second Business Responsibility and Sustainability Report (BRSR), embodying our steadfast commitment to aligning with the National Voluntary Guidelines (NVGs) on Social, Environmental, and Economic Responsibilities of Business. This report stands as a testament to our dedication to transparency, accountability, and sustainable practices.

At JTL Industries, we recognize the pivotal role that businesses play in shaping a better world, and we are deeply committed to upholding our responsibilities towards society, the environment, and the economy. Our adherence to the guidelines issued by the Ministry of Corporate Affairs (MCA), Regulation 34(2)(f) of the SEBI (LODR) Regulations, 2015 read with SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023 underscores our unwavering commitment to ethical conduct and sustainable development.

This report encapsulates our journey towards sustainability, highlighting our efforts to integrate environmental, social, and governance (ESG) factors into our business operations. From fostering a culture of diversity and inclusion within our workforce to implementing eco-friendly manufacturing processes, every initiative detailed in this report reflects our dedication to create long-term value for all our stakeholders.

We believe that sustainable business practices are not just a moral imperative but also a strategic imperative for long-term success. Through continuous innovation, stakeholder engagement, and responsible corporate citizenship, we are striving to build a future where economic prosperity goes hand in hand with social equity and environmental stewardship.

As we navigate the challenges and opportunities of a rapidly evolving global landscape, we remain committed to advancing the principles of sustainability in all aspects of our business. This report serves as a roadmap for our ongoing journey towards a more sustainable and inclusive future, and we invite our stakeholders to join us in this transformative endeavor.

Together, let us forge a path towards a world where businesses thrive, communities prosper and the planet flourishes for generations to come.

JTL stands tall as a leading manufacturer of a diverse range of steel products, catering to the evolving needs of industries, consumers, communities and society at large. From galvanized and welded black steel pipes to a variety of structural sections and scaffolding fittings, we take pride in our role as a responsible producer and marketer of quality pipes and related products. At JTL, we understand that our success is intricately linked to our ability to operate with integrity, uphold the highest standards of corporate governance and demonstrate unwavering responsibility to our people, the planet and society as a whole.

Our commitment to sustainability extends beyond mere rhetoric; it is deeply embedded in every aspect of our business operations. From the sourcing of raw materials to the manufacturing process and beyond, we prioritise environmental stewardship, striving to minimise our ecological footprint and promote resource efficiency. Moreover, our dedication to corporate social responsibility is reflected in our engagement with local communities, our support for educational initiatives and our efforts to foster a safe and inclusive workplace for all employees.

As we continue to innovate and expand our product offerings, we remain steadfast in our commitment to sustainability, ethical conduct and social responsibility. We recognise that our actions today will shape the world of tomorrow and we are fully committed to playing our part in building a brighter, more sustainable future for all.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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	29/07/1991
4	Registered office address	SCF 18-19 FIRST FLOOR SECTOR 28-C CHANDIGARH 160002 INDIA
5	Corporate address	SCF 18-19 FIRST FLOOR SECTOR 28-C CHANDIGARH 160002 INDIA
6	E-mail	secretarial@jtl.one
7	Telephone	+911724668000
8	Website	www.jtl.one
9	Financial year for which reporting is being done:	FY 2023-24
10	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. NSE Limited 3. Metropolitan Stock Exchange of India Limited
11	Paid-up Capital (in Rs)	35,40,21,660/-
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 Director, Contact : +91 172 4668000, Email: secretarial@jtl.one, 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 forms 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.
14	Name of assurance provider	NA
15	Type of assurance obtained	NA

II. Products/services

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacturing	Iron/Metal and Steel products and by-products	100%

17. 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	24311	100

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

III. Operations**18. 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

19. 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? – 6.20%

c. A brief on types of customers – Our extensive expertise in manufacturing Electric Resistance Welded (ERW) steel pipes places us firmly at the forefront of the industry. As one of India's premier producers, we boast an expansive range of pipes and tubes, serving a diverse clientele that spans government entities, urban development agencies, and infrastructure contractors. Our footprint extends far beyond national borders, with a global presence catering to vital sectors such as oil and gas, automotive, construction, water and sewage treatment, agriculture, irrigation, and power generation. Our products are the backbone of essential infrastructure projects, enabling the seamless flow of resources and energy across borders. Our unwavering commitment to quality and innovation has cemented our reputation as a trusted partner in progress, driving advancements in both traditional and emerging industries.

IV. Employees**20. 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)	152	149	98.03	3	1.97	0	0
2.	Other than Permanent (E)	0	0	0	0	0	0	0
3.	Total employees (D + E)	152	149	98.03	3	1.97	0	0
WORKERS								
4.	Permanent (F)	482	482	100%	0	0	0	0
5.	Other than Permanent (G)	0	0	0%	0	0	0	0
6.	Total workers (F + G)	482	482	0%	0	0.00%	0	0

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

b. Differently abled Employees and Workers :

Sr. 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	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

21. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females		% (B / A)
		No. (B)	% (B / A)	
Board of Directors	10	1	10.00%	
Key Management Personnel	7	0	0.00%	

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

	Turnover rate in current FY (2023-24)				Turnover rate in previous FY (20222-23)				Turnover rate in the year prior to the previous FY (2021-22)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	5.00%	0.00%	0.00%	5.00%	1.75%	0.20%	0.00%	1.95%	2.06%	0.00%	0.00%	2.06%
Permanent Workers	3.13%	0.00%	0.00%	3.13%	3.24%	0.00%	0.00%	3.24%	2.71%	0.00%	0.00%	2.71%

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

23. (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

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) – YES

(ii) Turnover (in Rs.) : 20,48,29,46,000

(iii) Net worth (in Rs.) : 7,74,30,73,000

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines of Responsible Business Conduct:

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 (2023-24)			PY (2022-23)		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
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.)

26. 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	O	The growing Indian economy and emphasis on import substitution through "Atmanirbhar Bharat" and "Make in India" 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 improvement in quality may impact our business in a positive manner,
2.	Social Responsibility	O	JTL's business objectives and principles have been aligned in tune with its various social responsibilities, which ultimately leads to growth and participation of every corner of the society.	NA	Positive Implications
3.	Climate Change	O	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.	NA	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	Steelmaking operations are subject to various risks associated with the inherently hazardous steel production including accidents involving moving machinery, on-site transport, forklifts and overhead cranes; explosions and resulting fires. These hazards may cause severe damage to and destruction of property and equipment, environmental damage and personal injury or even fatalities among our employees, which may result in temporary or lengthy interruptions of operations	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. Periodic safety training, mandatory usage of safety gadgets such as safety shoes, helmets, hand gloves, masks on shop floor/plants. Strong security arrangements like security check-post, entry pass / identity cards, access control system, CCTVs at critical locations.	Negative Implications, however, the benefits of uninterrupted operations will outweigh, the cost of investments made in maintaining safety procedures.
5.	Regulatory and Compliance	R	Compliance of Environmental Regulations, Trade Regulations, Labor Laws, Data Protection and Cybersecurity, Financial and Corporate Governance among other applicable laws has become very stringent act. Industries are always under threat of non-compliance of such regulations.	Comprehensive compliance management framework to track compliances, understand changes to regulatory standards in a timely manner and integrate these changes to the business strategy. Investing in systems and tools to facilitate better compliance to regulatory norms.	Negative 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)
6.	Ethics, Integrity & Governance	O	Committed to developing an excellent working culture, good governance helps to attract and retain talent, improve brand value among stakeholders and smooth business operations.	JTL has zero tolerance for the statutory non-compliance. Ethical standards are demonstrated without any delay to ensure rigor and communication. Stakeholders are an important part of our business and also partners in our business processes. Hence, a productive and proactive approach to stakeholder engagement is a priority of the Company.	Positive Implications
7.	Cyclical nature of the steel industry including operating margins, demand and supply impacting profitability	R	The steel industry, like most capital-intensive commodity industries, is cyclical in nature. The operating margins are affected by the sales realisation of steel products and fluctuations in demand and supply of steel products.	The Company carries out a due diligence review and market research before dealing with new or unfamiliar markets. All business decisions are backed by market intelligence with inputs from marketing team.	Negative Implications
8.	Customer Satisfaction	O	Elevating customer satisfaction serves as a strategic avenue for driving market development, enhancing market penetration and delivering superior value propositions to our clientele. Furthermore, it plays a pivotal role in strengthening the reliability of our brand, thereby facilitating sustained growth and profitability.		Positive Implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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.	ISO 9001:2015 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.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The commitments and goals wherever required are set by the Company and have been mentioned in Annual Report wherever applicable. 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. 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.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	N.A								
Governance, leadership and oversight									

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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>In line with our steadfast dedication to minimising our environmental footprint, we've instituted a robust risk assessment protocol within our Business Risk Management framework. This method involves a comprehensive evaluation of every aspect of our operations, from processes to raw materials, products, and services. We meticulously identify and quantify the significance of Environmental Aspects and Associated Impacts to ensure transparency and accountability in our sustainability efforts.</p>
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>Regular reviews by the Board of the Company further underscore our commitment to ESG (Environmental, Social, and Governance) principles and business responsibility. These ongoing assessments allow us to continually refine our practices and uphold our commitment to sustainable business practices.</p>
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>Mr. Madan Mohan, Managing Director</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>

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 BODs 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																	

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	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)									
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)									

All Principles are covered by the policies.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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 hosts familiarisation programs for its Board of Directors periodically, covering a wide range of topics crucial for effective governance and compliance. These sessions delve into important areas such as Corporate Governance, the Companies Act 2013, SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015 as well as discussions on Environmental and Safety protocols. Additionally, the program encompasses Corporate Social Responsibility initiatives, strategies for Business Growth, and addresses concerns related to Anti-bribery, Anti-corruption, and sustainability practices. Moreover, it ensures that board members stay abreast of various regulatory updates, thereby equipping them with the knowledge necessary to navigate the dynamic business landscape effectively.	100.00%

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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
Key Managerial Personnel	4	The Company hosts familiarisation programs for its Key Managerial Personnel periodically, covering a wide range of topics crucial for effective governance and compliance. These sessions delve into important areas such as Corporate Governance, the Companies Act 2013, SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, as well as discussions on Environmental and Safety protocols. Additionally, the program encompasses Corporate Social Responsibility initiatives, strategies for Business Growth, and addresses concerns related to Anti-bribery, Anti-corruption, and sustainability practices.	100.00%
Employees other than BoD and KMPs	5	Mandatory remote and physical sessions are conducted throughout the year for employees across all levels on various topics such as: 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. 7. Prevention of Insider Trading 8. Prevention of Sexual Harassment	90.00%
Workers	7	1. First Aid Safety Awareness & Identification of Hazards Jobs- Basic training was provided for First Aid assistance along with identification of Hazardous jobs to prevent Accidents at the workplaces 2. Basic training on Waste Management 3. Advanced training on Fire Fighting	100.00%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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):

MONETARY					
	NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Amount (in Rs.)	Brief of the case	Has an appeal preferred? (Yes/No)
Penalty/Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

MONETARY					
	NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Amount (in Rs.)	Brief of the case	Has an appeal preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil	Nil

The Company had no monetary and non-monetary 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 ended 31.03.2024.

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, we do have a Vigil Mechanism framed under Section 177 of Companies Act, 2013, and Anti-bribery policy to deal with any instances of corruption or bribery. The purpose of the Policy is to ensure that the Company conducts its operations and business activities in consonance with applicable laws and with the highest ethical standards. It aims to prevent the Company involvement in any activity relating to bribery, facilitation payments, or corruption, even unintentional.
Web link anticorruption or anti-bribery policy is place	https://www.jtl.one/wp-content/uploads/2023/06/Jtl-Anti-Bribery-Anti-Corruption-Policy.pdf

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

- 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 (2023-24)	PY (2022-23)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY (2023-24)		PY (2022-23)	
	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.: NA**

- 8. Number of days of accounts payables [(Accounts payable *365) / Cost of goods/services procured] in the following format:**

	FY 2023-24	PY 2022-23
Number of days of accounts payables*	5.02	7.52

- 9. Open-ness of business**

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24	PY 2022-23
Concentration of Purchases	a. Purchases from trading houses as a % of total purchases	5.89%	0
	b. Number of trading houses where purchases are made from	8	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	5.89%	0
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	100%	100%
	b. Number of dealers/distributors to whom sales are made	820	851
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	42.47%	40.57%
Share of RPTs in	a. Purchases (Purchases with related parties/ Total purchases)	3.09%	1.99%
	b. Sales (Sales to related parties/Total Sales)	3.86%	0.64%

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Parameter	Metrics	FY 2023-24	PY 2022-23
	c. Loans & advances (Loans & advances given to related parties/ Total Loans & advances)	25.35%	0
	d. Investments (Investments in related parties/ Total Investments made)	0.86%	0.31%

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: JTL Industries Limited demonstrates a steadfast commitment to ethical governance by implementing robust processes to manage conflicts of interest within its Board. From the onset, directors are required to transparently disclose their interests, a practice diligently maintained throughout the fiscal year. This proactive approach ensures accountability and transparency, essential pillars of effective governance.

Moreover, the Company has instituted a comprehensive policy to identify and scrutinize Material Related Party Transactions, mitigating potential conflicts arising from directors' external engagements. Under the vigilant eye of the Audit Committee, these transactions undergo thorough examination to ensure adherence to established principles and industry norms.

In adherence to statutory regulations, Independent Directors assert their autonomy through declarations of independence, a practice reinforced through annual evaluations as mandated by Section 149(7) of the Companies act, 2013 and Regulation 16(1)(b) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015. These assessments reaffirm their capacity to act objectively and independently, aligning seamlessly with legal mandates and bolstering stakeholder confidence in the Company's ethical conduct.

By upholding these stringent standards and promoting stakeholder trust, JTL Industries Limited exemplifies a commitment to ethical excellence and responsible governance practices.

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(2023-24)	PY(2022-23)	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	NA
Capex	0.00%	0.00%	NA

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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?

Company has established procedures to ensure sustainable sourcing within its' operations, which clearly articulate our expectations regarding social, ethical, and environmental considerations. In the financial year 2023-24, 91% of the inputs were sourced sustainably, demonstrating Company's commitment to sustainable sourcing practices.

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

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

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.

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)? If yes, provide details in the following format.

NIC code	Name of product or service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted:	Whether conducted by independent external agency (Yes/No):	Results communicated in public domain (Yes/No) If yes, provide the web-link.
			N.A		

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.

Name of Product/ Service	Description of the risk/ concern	Action taken
		N.A.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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).

Indicate Input material	Recycled or re-used input material to total material	
	FY (2023-24)	PY (2022-23)
Nil		

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 (2023-24)			PY (2022-23)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0.38	0	0	0.575
E waste	0	0	0.05	0	0	0.15
Hazardous waste	0	0	654	0	0	740
Other Waste	0	0	1.78	0	0	3.73

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

Indicate Product category	Reclaimed products and their packaging materials as % of total products sold in respective category
N.A.	

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	% of employees covered by										
	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	149	0	0.00%	149	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	3	0	0.00%	3	100.00%	0	0.00%	0	0.00%	0	0.00%
Total	152	0	0.00%	152	100.00%	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%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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

Category	% of employees covered by										
	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	482	0	0.00%	482	100.00%	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%
Total	482	0	0.00%	482	100.00%	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
Total	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format-

	FY (2023-24)	PY (2022-23)
Cost incurred on wellbeing measures as a % of total revenue of the company	0.03%	0.02%

2. Details of retirement benefits

Benefits	FY (2023-24)			PY (2022-23)		
	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	27.00%	81.13%	Yes	3.07%	80.81%	Yes
Gratuity	100.00%	100.00%	Yes	100.00%	100.00%	Yes
ESI	33.78%	64.31%	Yes	22.00%	41.75%	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, at our Company, we deeply value the myriad advantages that stem from a diverse workforce. We stand firm in our pledge to offer all employees equal employment opportunities and to cultivate an inclusive workplace culture where every individual is honored with the highest regard for their dignity and worth.
If not, whether any steps are being taken by the entity in this regard.	NA

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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 create 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 does not have differently abled person
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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	0	0	0	0
Female	0	0	0	0
Other	0	0	0	0
Total	0	0	0	0

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent and other than Permanent Employees	<p>Our company is dedicated to ensuring a safe and supportive work environment for all employees and associates. Transparency and openness are core values that permeate every level of our organisation.</p> <p>All Employees/ Workers are free to lodge their grievances with their respective Sectional Head at the first stage. If not resolved, then, they are free to Contact the HR Department at the Plant/office level as well as to the concerned Plant Head/Departmental Head. Finally, if not resolved, then it can be brought into the notice of Senior Management.</p> <p>Additionally, our Whistleblower Policy empowers any employee or worker to raise concerns or grievances with confidence.</p>
Permanent and Other than Permanent Workers	<p>For Permanent workers, our grievance redressal mechanism extends to encompass a process for workers to express their concerns or grievances through their respective supervisors. The grievances are further communicated to the Company for necessary action and resolution of the grievances. Company offers timely feedback on the status of each grievance.</p> <p>For workers who are not permanent, to ensure that the concerns of workers employed through contractors are acknowledged and resolved, Company has implemented a dedicated grievance redressal mechanism tailored for them. Within this framework, contractors can raise grievances on behalf of their employees.</p>

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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

Category	FY (2023-24)			PY (2022-23)		
	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	152	0	0.00%	172	0	0.00%
-Male	149	0	0.00%	169	0	0.00%
-Female	3	0	0.00%	3	0	0.00%
Total Permanent Workers	482	0	0.00%	333	0	0.00%
-Male	482	0	0.00%	333	0	0.00%
-Female	0	0	0.00%	0	0	0.00%

8. Details of training given to employees and workers:

Category	FY (2023-24)				PY (2022-23)					
	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	149	149	100.00%	149	100.00%	169	169	100.00%	169	100.00%
Female	3	3	100.00%	3	100.00%	3	3	100.00%	3	100.00%
Total	152	152	100.00%	152	100.00%	172	172	100.00%	172	100.00%
Workers										
Male	482	482	100.00%	482	100.00%	333	333	100.00%	333	100.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	482	482	100.00%	482	100.00%	333	333	100.00%	333	100.00%

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

Category	FY (2023-24)			PY (2022-23)		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	149	149	100.00%	169	169	100.00%
Female	3	3	100.00%	3	3	0.00%
Total	152	152	100.00%	172	172	100.00%
Workers						
Male	482	482	100.00%	333	333	100.00%
Female	0	0	0.00%	0	0	0.00%
Total	482	482	100.00%	333	333	100.00%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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?	Yes, the Company has implemented robust Health and Safety management systems aimed at effectively minimising risks within our workplace. These systems offer a structured management approach to mitigate safety and environmental hazards, ensuring the well-being of all our employees and associates. This coverage includes all offices and plants located in various states.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	We've instituted a systematic process for identifying work-related hazards through Hazard Identification and Risk Assessment (HIRA) conducted daily. Additionally, workplace hazards are identified through various channels including: <ol style="list-style-type: none"> 1. Daily safety inspections by plant teams, safety personnel, and night duty officers. 2. Senior officials conduct weekly safety inspections, while 3. Routine identification of unsafe conditions and acts is performed regularly. 4. Our plant and safety personnel remain vigilant in ensuring workplace safety.
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. Proactive reporting is a fundamental component of our health and safety management system, and we maintain entry records that meticulously document Unsafe Acts, Unsafe Conditions, Safe Acts, and Near Miss cases, which are promptly addressed to prevent incidents. Furthermore, workers are empowered to remove themselves from situations where they perceive imminent risk to their health and safety, supported by clear protocols outlining the steps to take in such scenarios, such as notifying supervisors or safety personnel and relocating to a safe area. Through these measures, we aim to foster a culture of safety and maintain a secure work environment for all employees.
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?	The employees/worker who are covered under the ESIC has got free access to visit their dispensaries at designated locations for their own treatment and can avail medical facilities and health care services. Besides this, the Company has tied up with a local doctor/hospital at different plant locations to provide emergency aid facility to the sick employees or to provide medical facilities to the injured worker.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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

Safety Incident/Number	Category	FY (2023-24)	PY (2022-23)
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	-	-

*including in the contract workforce

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

Creating a safe and healthy workplace environment has been a top priority for us. Our Company's plants, facilities, and manufacturing equipment are designed with meticulous attention to statutory requirements to ensure a physically safe workplace. We provide various measures for health and safety, such as first aid training, Behavior-Based Safety programs, and regular fire drills, to cultivate a culture of health and safety among our workforce.

Furthermore, our Company remains proactive in addressing health and safety concerns by implementing several initiatives, including:

- a) Development of an on-site emergency plan detailing emergency exits, procedures for handling emergencies, emergency contact numbers, and mitigation measures for various emergency scenarios.
- b) Installation of firefighting equipment on-site, which undergo regular monitoring to ensure functionality.
- c) Organising annual health check-up camps to promote employee well-being and early detection of health issues.

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

	FY (2023-24)			PY (2022-23)		
	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

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.

We've implemented a range of safety protocols and a hierarchy of controls to effectively mitigate hazards and uphold the safety of our workplace and team members. Regular reviews of working conditions and other risks ensure that any issues are promptly identified and rectified.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

Leadership Indicators

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

(A) Employees (Y/N)	Employees and Workers 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).	

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 ensures 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 (2023-24)	PY (2022-23)	FY (2023-24)	PY (2022-23)
Employees	0	0	0	0
Workers	0	0	0	0

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 labour and employment. including gender diversity, human rights, child labour, 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

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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.

At our Company, we hold all stakeholders in high regard and nurture long-term, harmonious relationships with them. We prioritise key stakeholders and make it a priority to comprehend their expectations and concerns. Through consistent engagement across diverse channels, we've fortified our relationships and enriched our organisational strategy. Key Stakeholders are identified based on the magnitude of their impact on our business, guiding our efforts to maintain meaningful connections and mutual understanding.

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 	Continuous	<ul style="list-style-type: none"> • Enhance efficiency, • Training & continuous learning • Capacity building & career progression. • Human Rights aspects related to employees wellbeing.
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
3.	Customers	No	<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

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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
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.

Our communication with stakeholders primarily occurs through channels such as the annual report, websites and the Annual General Meeting (AGM). Additionally, we've established a Stakeholder Relationship Committee dedicated to gathering essential feedback from stakeholders.

Maintaining a consistent and proactive engagement with our key stakeholders has always been a priority. This engagement allows us to effectively communicate our strategies and performance to the stakeholders. Continuous dialogue helps in aligning expectations, thus enabling us to better serve our stakeholders.

The Board remains updated on various developments and feedback is actively sought from the Directors to ensure that our actions are aligned with stakeholder interests.

2. Whether stakeholder consultation is used to support identifying and managing environmental and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into the policies and activities of the entity.

Yes, the Company operates on the belief that collaboration with all stakeholders is fundamental, recognising their integral role in our business. We actively engage with stakeholders on a regular basis, seeking their constructive contributions on significant matters pertaining to social impact, environmental sustainability, and human rights. This collaborative approach underscores our commitment to responsible and ethical business practices, driving positive change in our communities and beyond.

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

Our CSR Policy enables us to effectively address the concerns of marginalised and vulnerable sections of society. To ensure the sustainability of our community initiatives, we align our strategies around societal responsibilities and support to key communities with our business competencies and growth agenda. The CSR strategy is approved and periodically reviewed by the CSR Committee of the Board, emphasising our commitment to optimising impact on communities and beneficiaries.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

PRINCIPLE 5 BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

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

Category	FY (2023-24)			PY (2022-23)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	152	152	100.00%	172	172	100.00%
Other than permanent	0	0	0.00%	0	0	0.00%
Total Employees	152	152	100.00%	172	172	100.00%
Workers						
Permanent	482	482	100.00%	333	333	100.00%
Other than permanent	0	0	0.00%	0	0	0.00%
Total Workers	482	482	100.00%	333	333	100.00%

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

Category	FY (2023-24)				PY (2022-23)					
	Total (A)	Equal to Mini- mum Wage		More than Mini- mum 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	152	0	0.00%	152	100.00%	172	0	0.00%	172	100.00%
Male	149	0	0.00%	149	100.00%	169	0	0.00%	169	100.00%
Female	3	0	0.00%	3	100.00%	3	0	0.00%	3	100.00%
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%
Workers										
Permanent	482	0	0.00%	482	100.00%	333	0	0.00%	333	100%
Male	482	0	0.00%	482	100.00%	333	0	0.00%	333	100%
Female	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%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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

a. Median remuneration/wages:

*Category	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BOD) **	4	Rs. 24.00 Lacs	0	NIL
Key Managerial Personnel	3	Rs. 18.00 Lacs	0	NIL
Employees other than BOD and KMP	142	Rs. 4.50 Lacs	3	Rs. 5.40 Lacs
Workers	482	Rs. 1.92 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

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY (2023-24)	PY (2022-23)
Gross wages paid to females as % of total wages	0.00	0.00

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 team plays a crucial role in recording and addressing any human rights issues that may arise within the Company. However, our approach emphasises proactive prevention. For instance, we provide training to employees to enhance their understanding of human rights, including its manifestations, and educate them on approaches to report any concerns. By empowering our employees with knowledge and awareness, we strive to create a culture where human rights violations are actively prevented and addressed.

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.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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

	FY (2023-24)			PY (2022-23)		
	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.

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY (2023-24)	PY (2022-23)
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The Company fosters a culture of transparent communication, firmly rejecting all forms of bullying or harassment. Through its Whistleblower Policy, it establishes clear guidelines and protective measures for individuals who raise concerns. Investigations are conducted discreetly to shield whistleblowers from potential backlash, with utmost care taken to preserve their anonymity. The Company pledges comprehensive support to whistleblowers, enabling them to make protected disclosures across various domains outlined in the Code of Conduct.

In addressing Sexual Harassment, the Company's stance is anchored in the principles of Prohibition, Prevention, and Redressal, as mandated by the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (POSH) and its accompanying Rules. Confidentiality is rigorously upheld throughout the investigation process and the identity of the complainant is safeguarded without compromise. The Company's POSH committee is meticulously constituted to adhere to the letter and spirit of the act, comprising esteemed professionals adept in both legal intricacies and investigative methodologies, ensuring comprehensive support to those in need.

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

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

10. Assessments for the year:

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

11. 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 implemented robust measures to actively discourage not only violations of human rights but also any other behaviors that may run counter 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 firmly embraces the principle of providing equal opportunities to all its employees. In alignment with this principle, the Company is dedicated to ensuring that its premises are accessible for employees and workers with disabilities as well.

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

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

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 (2023-24) (Current Financial Year)	FY (2022-23) (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	95,733,551	6,49,99,047
Total fuel consumption (B)	118900020	12,38,95,213
Energy consumption through other sources (C)	1296000	0
Total energy consumed from renewable sources (A+B+C)	215929571	18,88,94,260
From Non-renewable sources		
Total electricity consumption (D)	12126942	3,02,67,997
Total fuel consumption (E)	20493200	2,54,44,701
Energy consumption through other sources (F)	418000	7,55,261
Total energy consumed from non-renewable sources (D+E+F)	3,30,38,142	5,64,67,959
Energy intensity per rupee of turnover (Total energy consumption /Revenue from Operations)	0.012	0.016
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	NA	NA
Energy intensity in terms of physical output	NA	NA
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. Not applicable

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)? No 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

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

Parameter	FY (2023-24)	PY (2022-23)
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	6190	6090
(iii) Third party water	6355	975
(iv) Seawater / desalinated water	0	0
(v) Others	624	300
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	13169	7,365
Total volume of water consumption (in kiloliters)	13169	7,365

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

Parameter	FY (2023-24)	PY (2022-23)
Water intensity per rupee of turnover (Total Water consumption / Revenue from Operations)	0.00000645	0.000000474
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output	-	-
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. Provide the following details related to water discharged

Parameter	FY (2023-24)	PY (2022-23)
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	580	1800
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)	580	1800

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

5. 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 has achieved Zero Liquid Discharge (ZLD) mechanism during the financial year 2023-24 with 10 KLD of STP, 3 KLH of ETP and 3KLH of ZLD.

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

Parameter	Please specify unit	FY (2023-2024)	PY (2022-2023)
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)
 : Yes If yes, name of the external agency? (Y/N) : Not applicable

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

Parameter	Unit	FY (2023-2024)	PY (2022-2023)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)		-	-
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)		-	-
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total scope 1 and scope 2 GHG emissions/ Revenue from Operations)		-	-
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing power parity (PPP) Total scope 1 and scope 2 GHG emissions/ Revenue from Operations adjusted for PPP)		-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
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**

8. Does the entity have any project related to reducing Green House Gas emission? If yes, name of the external agency.: **NA**

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

Parameter	FY (2023-2024)	PY (2022-2023)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.380	0.575
E-waste (B)	0.050	0.15

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Parameter	FY (2023-2024)	PY (2022-2023)
Bio-medical waste (C)	0.00	Nil
Construction and demolition waste (D)	1.7	3.5
Battery waste (E)	0.08	0.23
Radioactive waste (F)	0.00	NA
Other Hazardous waste. Please specify, if any. (G)	630	740
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0.00	NA
Total (A+B + C + D + E + F + G + H)	632.21	744.455
Waste intensity per rupee of turnover (Total waste generated / Revenue from Operations)	0.003	0.003
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from Operations adjusted for PPP)	-	-
Waste intensity in terms of physical output	-	-
Waste intensity (optional)- the relevant metric may be selected by the entity	-	-
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**

- 10. 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.**

Company complies 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 all 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.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

- 11.** 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.

S. No.	Locations of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
NA			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
NA					

- 13.** 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).

S. No.	Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1.	The 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. 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:

- (i) Name of the area: Vill. Koste Budruk, Tal Mangaon Dist Raigad -402120
- (ii) Nature of operations: ERW PIPE / GI PIPE & SOLAR SECTION
- (iii) Water withdrawal, consumption and discharge in the following format

Parameter	FY (2023-24)	PY (2022-23)
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	6240	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres)	6240	Nil
Total volume of water consumption (in kilolitres)	6240	Nil
Water intensity per rupee of turnover (Water consumed / turnover)	0.00000030	Nil

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Parameter	FY (2023-24)	PY (2022-23)
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) Into Surface water		
- No treatment	Nil	Nil
- With treatment-please specify the level of treatment	Nil	Nil
(ii) Into Groundwater		
- No treatment	Nil	Nil
- With treatment-please specify the level of treatment	Nil	Nil
(iii) Into Seawater		
- No treatment	Nil	Nil
- With treatment-please specify the level of treatment	Nil	Nil
(iv) Sent to third-parties		
- No treatment	Nil	Nil
- With treatment-please specify the level of treatment	Nil	Nil
(v) Others		
- No treatment	Nil	Nil
- With treatment-please specify the 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- Not applicable

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

Parameter	Unit	FY (2023-2024)	PY (2022-2023)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	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. Not applicable

3. With respect to the ecologically sensitive areas reported at Question 11 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: Not Applicable

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

- 4. 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, as per the following format:**

Sr No.	Initiative undertaken	Details of the initiative (Web- link, if any, may be provided along-with summary)	Outcome of the initiative
1	ZLD Plant	During FY 2023-24, Company has implemented Zero Liquid Discharge Mechanism in its Mangaon Unit, located at Maharashtra.	Low waste volume, cost efficiency in waste management, Improved environmental performance etc.

- 5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/web-link.**

We have implemented a comprehensive Disaster Management Plan to address sudden calamities or sequences of events that disrupt normal operations within the factory area and could potentially lead to serious injuries. Our Emergency Response and Preparedness plan encompasses various operational and natural emergencies such as fire, gas leakage, oil spillage, Zinc dust exposure, hot metal spillage, earthquakes, floods, cyclones, and tsunamis. The primary goal of our Disaster Management Plan is to ensure the safety of life and the protection of the environment, installations, and production facilities. This plan is extensively disseminated across our organisation, and our personnel are regularly trained through rehearsals and drills conducted by both internal and external agencies. By preparing our team to effectively respond to major emergencies within or near our plant, our objective is to minimise human and property losses, as well as mitigate environmental impact.

- 6. 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.

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

56%

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.**

2

- 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)
1.	Entrepreneurs' Organisation (Punjab)	State
2.	Derabassi Industries Association	State

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (CONTD.)

- 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 which require SIA as per the applicable laws.						

- 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.						

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

The Company is dedicated to harmonising the diverse needs of our stakeholders while proactively addressing concerns related to the environment, society and the community. Our commitment to societal well-being is evident through our carefully selected Corporate Social Responsibility (CSR) initiatives.

To ensure a supportive and inclusive workplace culture, we have established the Stakeholder's Relationship and Sexual Harassment Committee, serving as avenues for addressing grievances. Employees and workers are encouraged to reach out to the Human Resource Department for any concerns, underscoring our commitment to their well-being and professional development.

Furthermore, we prioritise accessibility and transparency by prominently displaying contact details and email inquiries on our website, facilitating seamless communication for service and sales queries. By integrating these practices into our operations, we reaffirm our dedication to ethical conduct and sustainable growth, thereby enriching both our business and the communities we serve.

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

	FY (2023-24)	PY (2022-23)
Directly sourced from MSMEs/ small producers	0	0.5%
Sourced directly from within the district and neighbouring districts	31.85%	32%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees employed on a permanent or non-permanent/on contract basis) in the following locations, as % of total wage cost.

Location	FY (2023-24)	PY (2022-23)
Rural	0.00%	0.00%
Semi-urban	20.12%	20.04%
Urban	57.17%	53.59%
Metropolitan	22.70%	26.37%

(Place to be categorised as per RBI Classification System- rural/semi-urban/ urban/ metropolitan)

Essential 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
			NA	

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.**

Our consumers are at the heart of everything we do, and their feedback is invaluable to our continuous improvement efforts. To ensure seamless communication and resolution of any issues they may encounter, we have implemented several customer-centric initiatives.

Firstly, each of our products prominently displays an email address dedicated to consumer feedback. Customers can reach out to us directly, detailing any concerns they may have. Our dedicated team promptly responds to these emails, prioritising swift resolution.

Moreover, our marketing coordinators are readily available to address any product-related queries, offering personalised assistance to our valued customers.

In addition to email correspondence, consumers can conveniently register their complaints through our website's query section. We commit to addressing these complaints promptly, either by resolving them within a stipulated timeframe or providing updates on the steps taken to address them. For more complex issues, our escalation process ensures timely resolution tailored to the nature of the complaint.

By providing multiple channels for consumers to voice their concerns and actively engaging with their feedback, we demonstrate our unwavering commitment to customer satisfaction and continuous improvement..

- 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	0
Safe and responsible usage	0
Recycling and/or safe disposal	0

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3. Number of consumer complaints in respect of the following

	FY (2023-24)		Re- mark	PY (2022-23)		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	NA
Forced recalls	0	NA

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

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. NA

7. Provide the following information relating to data breaches: NIL

- a. Number of Instances of data breaches
- b. Percentage of data breaches involving personally identifiable information of customers
- c. Impact, if any, of the data breaches

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 web- site at 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/No/Not Applicable)	Yes.
If yes, provide details in brief	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.
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?	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.