



# BLUE JET HEALTHCARE LIMITED

REGISTERED & CORPORATE : 701 & 702, BHUMIRAJ COSTARICA,  
PLOT 1 & 2, SECTOR - 18, SANPADA, NAVI MUMBAI - 400705

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CIN NO. : L99999MH1968PLC014154

September 2, 2025

To,

The Manager Listing Department <b>BSE Limited</b> Hirose Jeejebhoy Towers Dalal Street Mumbai - 400 001  <b>Scrip Code (BSE): 544009</b>	The Manager Listing Department <b>National Stock Exchange of India Limited</b> “Exchange Plaza” Bandra-Kurla Complex, Bandra (East) Mumbai — 400051  <b>Symbol: BLUEJET</b>
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**Sub.: Business Responsibility and Sustainability Report of Blue Jet Healthcare Limited (“the Company”)**

Dear Sir/ Ma’am,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report of the Company (*‘BRSR’*) for the financial year 2024-25.

BRSR for the financial year 2024-25 is also available on the Company’s website at <https://bluejethealthcare.com/financial-information/>

We request you to take the same on your records.

Thanking You,

For **BLUE JET HEALTHCARE LIMITED**

**Sweta Poddar**  
Company Secretary & Compliance Officer  
(M. No: F12287)

*Encl.: as above*

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. DETAILS OF THE LISTED ENTITY

1. Corporate Identity Number (CIN) of the Listed Entity	L99999MH1968PLC014154
2. Name of the Listed Entity	Blue Jet Healthcare Limited herein referred as "We" and "Company"
3. Year of incorporation	07/12/1968 as Jet Chemicals Private Limited
4. Registered office address	Office no. 701,702, 7th Floor, Bhumiraj Costarica, Sector 18, Sanpada, Navi Mumbai Thane 400705, Maharashtra, India.
5. Corporate address	Office no. 701,702, 7th Floor, Bhumiraj Costarica, Sector 18, Sanpada, Navi Mumbai Thane 400705, Maharashtra, India.
6. E-mail	<a href="mailto:companysecretary@bluejethealthcare.com">companysecretary@bluejethealthcare.com</a>
7. Telephone	+91-022- 69891200
8. Website	<a href="http://www.bluejethealthcare.com">www.bluejethealthcare.com</a>
9. Financial year for which reporting is being done	2024-25
10. Name of the Stock Exchange(s) where shares are listed	<ul style="list-style-type: none"> <li>Bombay Stock Exchange (BSE) Limited</li> <li>National Stock Exchange (NSE) of India Limited</li> </ul>
11. Paid-up Capital	₹ 346,930,850
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	<p>Mrs. Sweta Poddar (Company Secretary &amp; Compliance Officer) T: + 91-022- 69891200 E: <a href="mailto:Companysecretary@bluejethealthcare.com">Companysecretary@bluejethealthcare.com</a></p>
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 form a part of its consolidated financial statements, taken together).	Disclosures made in this report are on standalone basis and pertain only to "Blue Jet Healthcare Limited", unless otherwise stated.
14. Name of assurance provider	Blue Jet Healthcare Limited has not engaged with any third-party agency to obtain external assurance of the BRSR FY2025.
15. Type of assurance obtained	Not Applicable (NA)

### II. PRODUCTS/SERVICES

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

Sl. No.	Description of Main Activity	Description of Business Activity	% Of Turnover of the Entity (FY 2024-25)
1	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical, and botanical products	100%

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

SL. No.	Product/Service	NIC Code	% Of Total Turnover Contributed
1	Contrast Media	20116	68%
2	High Intensity Sweeteners	20299	18%
3	Pharmaceutical intermediaries and Active Pharmaceuticals Ingredients and other	21002	14%

**III. OPERATIONS**
**18. Number of locations where plants and/or operations/offices of the entity are situated:**

Location	Number of operational locations	Number of offices	Total
National	8	1	5
International	0	0	0

Note: The number of operational locations also includes two windmill plants, one solar plant, and one warehouse.

**19. Markets served by the entity:**
**a. Number of locations**

Locations	Number
National (No. of States)	7
International (No. of Countries)	50+ (Including Norway, USA, Denmark, Switzerland, France, Spain, Italy, Sweden, Thailand)

**b. What is the contribution of exports as a percentage of the total turnover of the entity? (Please check the response)**

The contribution of exports as a percentage to total turnover is about 87%.

**c. A brief on types of customers**

Blue Jet Healthcare Limited serves a diverse range of customers within the pharmaceutical and FMCG industries. As a B2B (business-to-business) Company specializing in manufacturing Integrated Contrast Media, Saccharin and its salts, as well as Niche Pharmaceutical intermediaries and Active Pharmaceutical Ingredients (APIs), the Company's primary customers include innovator pharmaceutical companies, research laboratories, multinational generic pharmaceuticals companies, agrochemical companies and FMCGs.

**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	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Employees</b>						
1.	Permanent (D)	166	141	84.94%	25	15.06%
2.	Other than Permanent (E)	273	233	85.35%	40	14.65%
3.	<b>Total employees (D + E)</b>	<b>439</b>	<b>374</b>	<b>85.19%</b>	<b>65</b>	<b>14.81%</b>
<b>Workers</b>						
4.	Permanent (F)	30	30	100%	0	0%
5.	Other than Permanent (G)	29	29	100%	0	0%
6.	<b>Total employees (F + G)</b>	<b>59</b>	<b>59</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

**b. Differently abled Employees:**

In the FY2025, no differently abled employees have been employed. However, the Company provides equal opportunity to every individual.

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Differently Abled Employees</b>						
1.	Permanent (D)					
2.	Other than Permanent (E)				Nil	
3.	<b>Total employees (D + E)</b>					
<b>Differently Abled Workers</b>						
4.	Permanent (D)					
5.	Other than Permanent (E)				Nil	
6.	<b>Total employees (D + E)</b>					

**21. Participation/Inclusion/Representation of women**

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	3	37.50%
Key Management Personnel (KMP)	2	1	50%

Note: KMP mentioned do not include directors

**22. Turnover rate for permanent employees and workers**

Category	FY 2024-25			FY 2023-24			FY2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.57%	9.09%	11.19%	11.22%	5.26%	10.26%	8.19%	0	8.19%
Permanent Workers	0%	0%	0%	7.41%	0%	7.41%	10.17%	0%	10.17%

**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 by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
			Nil	

**VI. CSR DETAILS**

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

(ii) Turnover (₹ in millions) – 10,299.85

(iii) Net worth (₹ in millions) – 11,331.11

## VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No)	FY2024-25			FY2023-24		
		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
Investors (other than shareholders)	Yes	0	0	-	0	0	
Shareholders	Yes	0	0	-	459	0	Banks inadvertently double-charged investors for application funds, though the issue was rectified as the money was progressively reimbursed to them over time.
Employees & workers	Yes	0	0	-	0	0	
Customers	Yes	0	0	-	0	0	
Value Chain Partners	Yes	0	0	-	0	0	
Communities	Yes	0	0	-	0	0	

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

Please indicate responsible material 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:

Sr. No.	Material issues identified	Indicate Risk/ Opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
1	Energy Management	Opportunity	Due to the energy-intensive nature of the business operation, investing in energy-efficient technologies and renewable energy sources can significantly decrease its energy consumption and operational expenses.	Nil	Positive: Improved reputation, enhanced cost savings and potential revenue from renewable energy initiatives.

Sr. No.	Material issues identified	Indicate Risk/ Opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
			<p>implementation of energy management systems can lead to more efficient use of resources, reducing waste and lowering energy consumption. By prioritizing energy management, the company is able to meet regulatory requirements while also reducing the operational cost and its carbon footprint</p>		
2	Waste and Water Management	Risk and Opportunity	<p>Risk: The company's operations require substantial water input and generate significant waste, both of which present material environmental and regulatory risks. Inadequate management of these resources may also result in non-compliance with environmental regulations. Effective waste and water management is critical to support operational continuity, cost efficiency, and the company's broader environmental and social responsibilities.</p> <p>Opportunity: As the company continues to scale, effective waste and water management will play a crucial role in controlling operational costs, ensuring regulatory compliance, and meeting sustainability objectives. By adopting innovative solutions such as waste-to-energy technologies and water recycling systems, the company can reduce expenses, improve resource efficiency, and strengthen its reputation.</p>	<p>The Company regularly evaluates environmentally friendly materials and processes to minimize reliance on hazardous substances, while enforcing strict controls for the safe handling, storage, and disposal of chemicals in its operations.</p> <p>Waste Management:</p> <ul style="list-style-type: none"> <li>The Company collaborates with authorized vendors specializing in recycling and disposal services to ensure waste is collected, segregated, and properly disposed of.</li> <li>Strict waste management practices are implemented across all business operations, with recyclable waste directed to certified recycling vendors.</li> </ul>	<p>Negative: legal penalties, reputational damage, non-compliance.</p> <p>Positive: reduced waste-related expenses, reduced operational cost through optimize water usage</p>

Sr. No.	Material issues identified	Indicate Risk/ Opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
				<ul style="list-style-type: none"> <li>Hazardous waste is managed and disposed of in compliance with regulatory requirements to prevent environmental and public harm.</li> <li>A focus on reducing chemical waste has led to the adoption of environmentally friendly materials and a reduction in the use of harmful chemicals in products and manufacturing processes.</li> </ul> <p>Water Management:</p> <ul style="list-style-type: none"> <li>The Company has installed a high-capacity Effluent Treatment Plant (ETP), Multi-Effect Evaporation (MEE) plant, and Reverse Osmosis (RO) plants at its facilities.</li> <li>The majority of wastewater undergoes rigorous treatment before being recycled for use in utility processes such as cooling towers and boilers, minimizing water discharge quantities.</li> </ul>	
3	GHG Emissions	Risk	Greenhouse gas (GHG) emissions pose several significant risks to the company. As energy costs rise and carbon pricing mechanisms become more prevalent the company may face increased operational expenses impacting profitability.	<p>To mitigate greenhouse gas (GHG) emissions, the company has implemented several key measures:</p> <ul style="list-style-type: none"> <li>Commissioned on-site solar and wind power plants to reduce reliance on non-renewable energy sources</li> </ul>	Negative: Increased operational cost, Supply Chain Disruptions, Regulatory Penalties

Sr. No.	Material issues identified	Indicate Risk/ Opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
			<p>Climate change also heightens the risk of extreme weather events, which can damage infrastructure, disrupt supply chains, and delay product delivery. Stricter emissions regulations pose legal and financial risks for non-compliance. By proactively addressing these challenges, the company can reduce operational, physical and regulatory risk.</p>	<ul style="list-style-type: none"> <li>Implemented a system for monitoring boiler efficiency and introduced an automatic coal combustion control mechanism. Resulting in a 5-8% reduction in emissions.</li> </ul>	
4	Product Quality and safety	Risk	<p>Product quality and safety represent a critical area of risk due to the direct impact these factors have on patient health, regulatory compliance, and business continuity. Any deviation from established quality standards can result in serious health consequences, triggering product recalls, regulatory sanctions, and legal liabilities. Incidents involving product defects or safety concerns can severely damage the company's reputation, erode stakeholder trust, and attract adverse media attention. Non-compliance with stringent regulatory requirements can also restrict market access, limiting growth opportunities and threatening the long-term sustainability of the business. Therefore, maintaining the highest standards of product quality and safety is essential to protect patients, uphold regulatory compliance, and preserve the company's operational and reputational integrity.</p>	<p>The Company has adopted the following mitigation measures to address product quality and safety risks:</p> <ul style="list-style-type: none"> <li>Commitment to maintaining the highest standards of product quality and safety in all operations.</li> <li>Implementation of a comprehensive Quality Management System (QMS) to ensure consistent quality. The company has also achieved ISO 9001 certification</li> <li>The company has also achieved USFDA and Good Management Practices certification to ensure that product quality is as per the expected standards.</li> </ul>	<p>Negative Implication: financial repercussions, including costs associated with recall operations, compensation claims, and potential fines</p>

Sr. No.	Material issues identified	Indicate Risk/ Opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
				<ul style="list-style-type: none"> <li>• Deployment of advanced equipment and technologies for thorough quality testing and monitoring.</li> <li>• Regular training programs for employees to ensure adherence to quality procedures and compliance.</li> <li>• Proactive risk assessments to identify and mitigate potential quality issues.</li> <li>• Established procedures and communication protocols for managing product recalls and emergencies</li> <li>• Regular programs to educate employees on policies, breach reporting, investigation, and corrective actions.</li> <li>• Ongoing training for QAQC teams to maintain high product quality and safety standards.</li> <li>• Established SOPs for product quality monitoring, issue resolution, and consistent product standards.</li> <li>• Clear procedures for managing product recalls and minimizing safety risks.</li> </ul>	

Sr. No.	Material issues identified	Indicate Risk/ Opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
5	Diversity and Inclusion	Opportunity	By embracing a diverse workforce, the Company taps into a broad range of perspectives, experiences, and ideas that foster creativity and innovation. This inclusive approach is essential for solving complex challenges and also contributes to improved decision-making processes. Prioritizing D&I initiatives has been shown to enhance employee engagement and satisfaction, as individuals feel valued and respected regardless of their background. This, in turn, leads to lower turnover rates, reduced recruitment costs, and a more stable workforce. The Company's commitment to a diverse and inclusive culture also strengthens its reputation as a socially responsible employer, attracting top-tier talent and boosting overall performance.	Nil	Positive Implication: Improved organizational performance, Company reputation, and long-term financial sustainability.
6	Occupational Health and Safety	Risk and Opportunity	Risk: Neglecting OHS exposes organizations to high risks, including direct costs like medical expenses and legal fees, and indirect costs such as lost productivity and equipment damage. Non-compliance can result in hefty fines, while workplace injuries harm employee morale, increase absenteeism, and disrupt operations—ultimately affecting the overall financial stability of the organization.	The company has taken the following measures: <ul style="list-style-type: none"> <li>• Conducts regular workplace inspections, job safety analyses, and incident investigations to proactively identify hazards.</li> <li>• Performs dedicated risk assessments for non-routine and high-risk tasks.</li> <li>• Utilizes recognized methodologies such as HIRA and Hazop, supported by an Aspect-Impact Register for comprehensive risk evaluation.</li> </ul>	Negative Implication: potential disruption to operations, increased operational cost due to reduced productivity, increased medical and legal expenses, decreased employee morale and retention rate

Sr. No.	Material issues identified	Indicate Risk/ Opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
			<p>Opportunity: Investing in OHS brings clear financial benefits. Effective safety programs help reduce healthcare costs, compensation claims, and legal expenses. Organizations with strong safety records often secure lower insurance premiums. Additionally, a commitment to safety strengthens reputation, attracts skilled employees, and builds customer trust, leading to more business opportunities and a competitive edge.</p>	<ul style="list-style-type: none"> <li>• Maintains ISO 45001:2018 certification, ensuring a structured and compliant Occupational Health and Safety Management System (OHSMS). OHSMS encompasses hazard identification, risk assessment, incident reporting, emergency preparedness, and legal compliance.</li> <li>• Carries out routine internal and external audits to monitor and enhance safety performance.</li> <li>• Implements ongoing safety training programs and awareness campaigns to foster a strong safety culture across the organization.</li> </ul>	
7	Innovation and Technology	Opportunity	<p>Innovation and technology are central to the company's strategic vision, driving growth and development. By investing in advanced technology and automation, the company streamlines operations, enhances productivity, and reduces costs.</p> <p>By embedding innovation and technology into its core strategy, the company differentiates itself, adapts to industry shifts, and maintains a strong competitive position.</p>	Nil	<p>Positive Implication:</p> <p>Reduced operational cost, improved productivity, improved profitability, technological advancement</p>

Sr. No.	Material issues identified	Indicate Risk/ Opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
8	Risk Management	Risk and Opportunity	<p>Risk: Ineffective risk management can leave a company vulnerable to significant losses arising from unforeseen events such as natural disasters, cyberattacks, or market volatility. Failure to identify, assess, and mitigate risks can disrupt business operations, reduce productivity, and negatively impact profitability. Poor risk management can have impact on stakeholders trust.</p> <p>Opportunity: Effective risk management serves as a strategic advantage, allowing organizations to anticipate potential challenges and respond proactively. By identifying and addressing risks early, companies can allocate resources more efficiently, enhancing financial stability and operational resilience. A strong risk management framework fosters a culture of foresight and adaptability, encouraging innovation and informed decision-making. Organizations that embrace risk management are better positioned to explore new markets and pursue growth opportunities with confidence. Thus, reinforcing organization's credibility.</p>	<ul style="list-style-type: none"> <li>• The Company has implemented a comprehensive Risk Management Policy that provides clear guidelines and structured procedures for the identification, assessment, and mitigation of risks across all areas of business operations.</li> <li>• A well-defined Risk Management Framework and mitigation plan have been established to proactively address potential risks and uncertainties.</li> <li>• The Company has conducted a detailed risk assessment exercise, identifying key risks that could impact business performance and sustainability.</li> <li>• Robust internal control systems are in place, supported by appropriate methodologies, processes, and systems. These controls are regularly reviewed to adapt to evolving industry dynamics and increasing business complexity.</li> <li>• The Board is kept informed through timely updates, ensuring strategic oversight of risk-related matters.</li> </ul>	<p>Negative implications Increased Operational Costs, potential loss of revenue, and reputational damage</p> <p>Positive Implication: Improved Financial Stability, Enhanced Investor Confidence, cost efficiency.</p>

Sr. No.	Material issues identified	Indicate Risk/ Opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
9.	Responsible supply chain management	Risk	Responsible supply chain management is vital in ensuring operational continuity, maintaining cost efficiency, and upholding brand reputation. Disruptions arising from supplier's failures can lead to operational delays and increased costs, jeopardizing customer satisfaction and financial performance. Any deviation from ethical and sustainable practices by suppliers can significantly impact the Company's reputation, undermining efforts in corporate social responsibility. To mitigate these risks, the Company must implement rigorous monitoring and compliance measures and maintain a robust contingency plan to ensure the supply chain's resilience and alignment with corporate values.	<ul style="list-style-type: none"> <li>The Risk Management Committee actively monitors the effectiveness of the risk management framework, evaluates the adequacy of existing risk controls, and oversees the implementation of risk mitigation measures.</li> <li>The Company has implemented a robust mitigation strategy to uphold high ethical standards throughout its supply chain.</li> <li>By diversifying its supplier base and conducting thorough evaluations, the Company reduces dependency risks and reinforces compliance with regulatory and ethical standards.</li> <li>A detailed Vendor Questionnaire is administered prior to onboarding, assessing critical factors such as ethical practices and regulatory compliance. Vendor selection is guided by the outcomes of this assessment, ensuring alignment with the Company's core values and legal obligations.</li> <li>The Company aims to strengthen resilience by actively managing and reducing supply chain risks.</li> </ul>	Negative Implication: Supply Disruptions, incurring supplier due diligence and monitoring cost, increased overall cost

Sr. No.	Material issues identified	Indicate Risk/ Opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
10	Corporate Governance and Business Ethics	Risk and Opportunity	<p>Risk: Ineffective corporate governance and lapses in business ethics can undermine an organization's foundation. Misalignments with regulatory standards may gradually lead to increased scrutiny and potential penalties. Such issues can affect stakeholder trust, impacting relationships with customers and investors. Governance challenges might disrupt operations, leading to inefficiencies and potential financial setbacks.</p> <p>Opportunity: By adhering to high governance standards, a company can enhance its reputation, building a foundation of trust and credibility among stakeholders. This positive perception can attract customers, investors, and top talent. Robust governance frameworks facilitate clear and efficient decision-making processes, driving operational efficiency and strategic agility.</p>	<ul style="list-style-type: none"> <li>The Company has a well-defined Code of Conduct for its stakeholders. The Company has implemented robust ethical guidelines and monitoring mechanisms to prevent unethical behaviour ensuring a culture of integrity.</li> <li>The Company also ensures to follow all the regulatory requirements through proactive interaction with regulatory organisations, to reduce the risk of non-compliance.</li> <li>The company has established a vigil mechanism and a whistleblower policy, anti-corruption and anti-bribery policy</li> <li>Governance Practices serving the best interest of all stakeholders, maintaining board/management accountability, building long-term effective stakeholder engagements and driving corporate ethics and values.</li> </ul>	<p>Negative implications include potential Compliance Costs, loss of business contracts, market limitations, and decreased shareholder value.</p> <p>Positive implications include increased market share, and Operational Efficiency, enhanced Investor Confidence, Reputation and Brand Value, sustainable growth,</p>

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping business demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

The Company has put in place structures, policies and processes conforming to below mentioned National Guidelines on Responsible Business Conduct (NGRBC) Principles:

S. No.	Principle Description	Reference of Blue Jet Healthcare Limite Policies /Procedure/ Standard
1	Businesses should conduct and govern themselves with Ethics, Transparency and Accountability.	<ul style="list-style-type: none"> <li>• Code of Conduct*</li> <li>• Vigil Mechanism and Whistleblower Policy</li> <li>• Familiarization Programme for independent directors</li> <li>• Policy for dealing with Related Party Transactions (RPT)</li> <li>• Dividend Policy</li> <li>• Policy For Determining Material Information</li> <li>• Policy for preservation of documents</li> <li>• Code of Fair Disclosure – Insider Trading</li> </ul>
2	Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle	<ul style="list-style-type: none"> <li>• Grievance Redressal Policy*</li> </ul>
3	Businesses should promote the well-being of all employees.	<ul style="list-style-type: none"> <li>• Code of Conduct*</li> <li>• Vigil Mechanism &amp; Whistle Blower Policy</li> <li>• Nomination and Remuneration Policy</li> <li>• Grievance Redressal Policy*</li> </ul>
4	Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.	<ul style="list-style-type: none"> <li>• Stakeholder Engagement Policy</li> </ul>
5	Businesses should respect and promote human rights.	<ul style="list-style-type: none"> <li>• Vigil Mechanism &amp; Whistle Blower Policy</li> <li>• Grievance Redressal Policy*</li> <li>• Prevention of Sexual Harassment Policy*</li> </ul>
6	Businesses should respect, protect, and make efforts to restore the environment.	<ul style="list-style-type: none"> <li>• EHS Policy*</li> </ul>
7	Businesses when engaged in influencing public and regulatory policy, should do so in a responsible manner	<ul style="list-style-type: none"> <li>• Policy for dealing with Related Party Transactions (RPT)</li> <li>• Policy For Determining Material Information</li> </ul>
8	Businesses should support inclusive growth and equitable development	<ul style="list-style-type: none"> <li>• Corporate Social Responsibility Policy</li> </ul>
9	Businesses should engage with and provide value to their customers and consumers in a responsible manner	<ul style="list-style-type: none"> <li>• Risk Management Policy</li> </ul>

Note: \*Internally available with the Company

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. <b>Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. <b>Has the policy been approved by the Board? (Yes/No)</b>	Yes. The Board has adopted all mandatory policies as per Indian laws and regulations, while management approves other operational internal policies.								
c. <b>Web Link of the Policies, if available</b>	<a href="https://www.bluejethealthcare.com/governance-policies/">https://www.bluejethealthcare.com/governance-policies/</a>								
2. <b>Whether the entity has translated the policy into procedures. (Yes / No)</b>	Yes								
3. <b>Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	Yes								
4. <b>Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) mapped to each principle.</b>	<p>The Policies that the Company has adopted are in conformity with relevant national and international standards wherever statutorily applicable.</p> <p>Principle 2- ISO 9001:2015 by United Registrar of Systems, PESO certificate, FSSC 22000 (Food Safety System Certification 22000), WHO-GMP (Good Manufacturing Practices) Certificate, FAMI-QS (Feed Safety and Quality Management system), FSSAI (Food Safety and Standard Authority of India),</p> <p>Principle 3 and 5- ISO 45001:2018 by United Registrar of Systems</p> <p>Principle 6- ISO 14001:2015 by United Registrar of Systems</p>								
5. <b>Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>	<p>Blue Jet Healthcare Limited is committed to embedding Environmental, Social, and Governance (ESG) principles into its core business strategy. The company actively monitors key ESG performance indicators, including greenhouse gas (GHG) emissions (Scope 1 and 2), energy consumption, waste generation and disposal, water usage and wastewater management, occupational health and safety, employee well-being, and customer relations.</p> <p>A key priority for Blue Jet Healthcare is to increase the share of renewable energy in its overall energy mix. To support this goal, the company has introduced a range of initiatives aimed at reducing both energy consumption and carbon emissions. These efforts reflect its broader objective of transitioning toward more sustainable and efficient operations.</p> <p>As a strong emphasis on workplace safety. The company is actively working to reduce the Lost Time Injury Rate (LTIR) by enhancing health and safety protocols, conducting regular safety training sessions, and ensuring comprehensive education for all employees and on-site workers.</p>								

Disclosure Questions	PI	P2	P3	P4	P5	P6	P7	P8	P9
	<p>The company has not yet established any specific ESG targets. However, Blue Jet Healthcare is dedicated to aligning its sustainability ambitions with operational priorities and regulatory expectations. Going forward, the company aims to define measurable ESG objectives and establish clear timelines to ensure accountability and sustained progress.</p>								
<p><b>6. Performance of the entity against specific commitments, goals, and targets along with reasons in case the same are not met.</b></p>	<p>The Company has initiated several measures to strengthen its understanding and tracking of ESG Key Performance Indicators (KPIs) across its operations. These efforts include maintaining accurate and transparent data records, fostering clear communication among stakeholders, conducting employee training and awareness programs, ensuring strict adherence to established Standard Operating Procedures (SOPs), and providing regular updates to the Board on on-ground ESG-related activities.</p> <p>Through these initiatives, the Company aims to build a solid foundation for setting and monitoring future ESG goals. In the coming years, it intends to define specific commitments, targets, and performance benchmarks, and will track and report progress against these objectives to drive continuous improvement.</p>								

**Governance, leadership, and oversight**

**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)**

As a B2B pharmaceutical company, we understand that our responsibilities go beyond delivering quality pharmaceutical solutions. We are equally committed to creating a positive impact on the environment, supporting our communities, and maintaining strong ethical standards across our operations.

Environmental sustainability remains one of our key focus areas. We recognize the importance of reducing our environmental impact and are taking steps to manage our energy consumption, particularly with regard to fuel and electricity. We are actively working towards a gradual shift to renewable energy sources as part of our long-term strategy.

Our environmental efforts are directed at reducing carbon emissions, conserving water, and managing waste more effectively. These initiatives are supported by investments in clean energy and improved operational efficiency across our facilities. Key initiatives include the commissioning of a 5.2 MW solar power plant and a 3.2 MW windmill, resulting in nearly 29% of our total energy needs being met through renewable sources—a 15% increase from the previous year. We’ve also introduced advanced systems for monitoring boiler efficiency and controlling coal combustion, further improving operational performance and resource utilization.

We are also focused on building a more inclusive and supportive workplace. Our aim is to promote diversity and provide equal opportunities to all employees. Internally, we continue to strengthen policies and practices that support employee well-being, inclusion, and development.

As part of our Corporate Social Responsibility (CSR), we are contributing to community development by establishing educational institutions. We believe that access to education is a key driver of long-term social progress, and we are committed to supporting this cause.

**Disclosure Questions** P1 P2 P3 P4 P5 P6 P7 P8 P9

Strong governance is essential to maintaining the trust of our stakeholders. We are committed to transparency, accountability, and compliance with all applicable laws and regulations. Ethical conduct is expected at every level of the organization, and we regularly review our governance framework to ensure it remains effective and aligned with best practices.

We acknowledge the challenges that come with meeting our ESG goals, but we are encouraged by the progress we have made so far. By continuing to invest in sustainable practices and responsible business operations, we aim to create long-term value for our stakeholders and contribute to a better future.

We remain committed to our ESG journey and will continue to take meaningful steps to improve our performance across all three pillars—Environmental, Social, and Governance.

- 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies** The performance of each principle is periodically reviewed by various committees led by Management and the Board of Directors. Mr. Karuppannan Ganesh is responsible for implementing and overseeing the Business Responsibility Policy.
- 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.** Yes, the company has established an internal framework that includes the Managing Director, Executive Directors, and functional heads. This team is responsible for making decisions on sustainability-related performance during their regular review meetings.

**10. Details of Review of NGRBCs 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	Yes, the Company ensures adherence to these policies through regular performance evaluations conducted by the Managing Director, Executive Directors, and Functional Heads.									The Company conducts regular performance evaluations of its policies on an annual basis and as needed during review meetings								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, the Company is compliant with all statutory requirements which is reviewed by the Board of Directors.									Quarterly								

- 11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.** P 1 P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9
- No external audits have been conducted to evaluate the policies. However, to ensure the efficiency of the company policies and their implementation, the company regularly conducts internal reviews.

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

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

### 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 (BoD)	0	0	0%
Key Managerial Personnel (KMP)	0	0	0%
Employees other than BoD and KMPs	127	Principle 1: Good Documentation Practices, Data Integrity. Principle 2: Assessing Product Quality. Principle 4: Updating Packing Size as per Customer Requirement. Principle 6: Handling and management of waste.	88.45%
Workers	24		13.56%

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):

There have been no instances of fines/penalties/compounding fee /settlement/imprisonment/punishment for FY2025.

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.

Case details	Name of the regulatory/ enforcement agencies/ judicial institution
Nil	Not applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

The Company has developed and implemented an anti-corruption and anti-bribery policy, accessible on its website thereby adhering to ethical business practices along with anti-corruption laws and regulations. This policy outlines the responsibilities of the Company, and all individuals associated with it, including directors, employees, consultants, and contractors, in preventing bribery and corruption.

The policy clearly defines the responsibilities of the Company and its associates in maintaining the Company's stance against bribery and corruption and provides guidance to all individuals working with the Company on identifying and addressing bribery and corruption issues effectively. Compliance with this policy is a mandatory requirement of service/employment for all directors, employees, consultants, and contractors.

The policy aims to foster a culture of transparency and accountability within the organization. By following this policy, the Company seeks to reduce risks associated with unethical practices and demonstrate its commitment to ethical conduct. The Company encourages all stakeholders, including employees, partners, and suppliers, to familiarize themselves with this policy's provisions and actively participate in its implementation.

The policy is available on the Company website. For a detailed information on the anti-corruption and anti-bribery policy, kindly refer to: <https://www.bluejethhealthcare.com/governance-policies/>

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

Case details	FY2024-25	FY2023-24
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

There have been no complaints with regard to conflict of interest against Board of Directors or KMPs for FY2025 and FY2024.

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.

As there have been no instances of fines or penalties related to corruption or conflicts of interest, there are no corrective actions. The Company has established robust precautionary measures to address any issues and is prepared to take appropriate corrective actions should any cases occur in the future.

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	37	48

## 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 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	6.96%	14%
	b. Number of trading houses where purchases are made from	51	50
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	68.68%	65%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	3.47%	3%
	b. Number of dealers / distributors to whom sales are made	73	49
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	73.92%	71%
Share of Related Party Transactions in	a. Purchases (Purchases with related parties / Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties / Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

### Leadership Indicators

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

As part of its vendor audit process, the Company conducts awareness programs on its Code of Conduct and provides training on key principles of the National Guidelines on Responsible Business Conduct (NGRBC). These training sessions cover areas such as Quality Assurance, Environment, Health, Safety and Sustainability, Labor Practices and Human Resources, Social Responsibility, and Corporate Governance and Business Ethics.

Vendors are re-evaluated every three years. As part of this re-evaluation, the Company continues to engage with them through awareness and training initiatives. These audits and programs cover approximately 80% of the Company's primary and critical vendors.

#### 2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

Yes, the Company is determined to preventing conflicts of interest by strictly adhering to statutory requirements. Directors, Key Managerial Personnel (KMPs), and Senior Management must disclose any potential conflicts, thereby promoting transparency and accountability within the Company's governance framework. This commitment ensures that decision-making processes are conducted with integrity, prioritizing the interests of stakeholders.

## II. 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 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	Nil	Nil	Nil
Capex	Nil	Approx. 300 million (₹)	Setting up of solar power project to meet the energy demands

2. Does the entity have procedures in place for sustainable sourcing? (Yes/No) b. If yes, what percentage of inputs were sourced sustainably?

Yes, the Company has implemented sustainable sourcing procedures, verified through vendor communications via a Vendor Questionnaire. This questionnaire includes declarations related to the Code of Conduct, which outlines environmental and ethical standards. It covers areas such as GMO (Genetically Modified Organisms) and TSE BSE (Transmissible Spongiform Encephalopathy Bovine Spongiform Encephalopathy) declarations, as well as Catalyst Free Declaration, ensuring that sourcing aligns with sustainability criteria. According to vendor assessments, approximately 80% of the inputs are sourced sustainably. The Company actively encourages its suppliers to comply with social and environmental standards, including SA8000, ISO 14001, and ISO 45001.

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) (b) E-waste (c) Hazardous waste and (d) other waste

The Company is engaged in the manufacturing of chemical products, pharmaceutical intermediates, and active pharmaceutical ingredients (APIs). These are consumable in nature and are not recoverable or reclaimable at the end of their lifecycle.

The Company takes a proactive approach to waste management by systematically categorizing waste generated at its facilities to promote safe and responsible disposal:

- **Plastics (including packaging):** All plastic waste, including packaging materials, is collected, segregated, and transferred to certified recycling facilities for appropriate processing of plastics into reusable materials.
- **E-waste:** Electronic waste generated is carefully segregated and transferred to licensed e-waste recyclers for dismantling, recovering valuable components, and safely disposing of hazardous materials.
- **Other waste:** Various non-hazardous waste streams, such as general office waste and non-recyclable materials, are directed to licensed waste management companies.
- **Hazardous waste:** Hazardous waste streams are managed carefully and responsibly through established partnerships with authorized hazardous waste disposal providers. These specialists employ industry-best practices to handle, treat, and dispose of hazardous materials safely and responsibly, in accordance with legal requirements

By engaging in collaborative efforts with specialized partners, the Company ensures that waste management practices adhere to regulatory standards.

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.**

Although the Company's operations do not fall under the Extended Producer Responsibility (EPR) regulations, it maintains compliance with environmental standards by holding necessary consents from the Maharashtra Pollution Control Board (MPCB) and the Central Pollution Control Board (CPCB). The Company is dedicated to responsible waste management by regularly providing detailed reports on waste collection, including packaging materials (plastic), to the relevant authorities. These submissions are made periodically, ensuring transparency and accountability, and the Company receives acknowledgments in response.

### 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)?**

The Company has not conducted any Life Cycle Perspective / Assessments (LCA) for the FY2025.

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.**

Not Applicable

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).**

Blue Jet Healthcare Limited specializes in the manufacturing of chemical products, pharmaceutical intermediates, and active pharmaceutical ingredients (APIs) products and ensures that all procured materials meet specified standards and maintain high quality. To uphold these stringent quality requirements, there is no scope for utilizing recycled or reused materials in the production process.

4. **Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed of.**

The products manufactured by the Company are typically used by other companies in manufacturing of their final products and are completely consumed during use, leaving no residual product to reclaim. Given the nature of the company's operations and product portfolio, there is currently no scope for reclaiming products at end-of-life. The company does not directly engage in packaging of final goods, and its materials are supplied in bulk to B2B clients who manage final packaging and distribution. As such, Blue Jet Healthcare does not generate reclaimable product or packaging waste at the end-of life level.

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

Not Applicable

### III. 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)
<b>Permanent Employees</b>											
Male	141	139	98.58%	139	98.58%	NA	NA	0	0.00%	0	0.00%
Female	25	24	96.00%	24	96.00%	25	100%	NA	NA	0	0.00%
<b>Total</b>	<b>166</b>	<b>163</b>	<b>98.19%</b>	<b>163</b>	<b>98.19%</b>	<b>25</b>	<b>15.06%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
<b>Other than Permanent Employees</b>											
Male	233	188	80.69%	188	80.69%	NA	NA	0	0.00%	0	0.00%
Female	40	18	45.00%	18	45.00%	40	100%	NA	NA	0	0.00%
<b>Total</b>	<b>273</b>	<b>206</b>	<b>75.46%</b>	<b>206</b>	<b>75.46%</b>	<b>40</b>	<b>14.65%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>

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

Category	% of workers 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)
<b>Permanent Workers</b>											
Male	30	30	100.00%	30	100.00%						
Female	0	0	0	0	0			Nil			
<b>Total</b>	<b>30</b>	<b>30</b>	<b>100.00%</b>	<b>30</b>	<b>100.00%</b>						
<b>Other than Permanent Workers</b>											
Male	29	14	48.28%	14	48.28%						
Female	0	0	0	0	0			Nil			
<b>Total</b>	<b>29</b>	<b>14</b>	<b>48.28%</b>	<b>14</b>	<b>48.28%</b>						

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

	FY 2024-25	FY 2023-24
Cost incurred on well- being measures as a % of total revenue of the company	0.03%	0.02%

#### 2. Details of retirement benefits.

The company provides retirement benefits to its employees as following:

- Employees are covered under the Employees' Provident Fund Scheme in accordance with the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
- The company offers gratuity benefits to its employees as per the requirements outlined in the Payment of Gratuity Act, 1972.

Benefits	FY 2024-25			FY 2023-24		
	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	98.86%	100.00%	Yes	98.19%	100.00%	Yes
Gratuity	100.00%	100.00%	Yes	100.00%	100.00%	Yes
ESI	15.95%	25.42%	Yes	20.67%	40.00%	Yes

**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? If not, whether any steps are being taken by the entity in this regard.**

Yes, the Company's offices and factories are well-equipped to support employees and visitors who use wheelchairs, reflecting its strong commitment to inclusivity and accessibility. Through thoughtful design features and necessary modifications—such as ramps, elevators, and accessible restrooms, the Company has taken proactive steps to ensure that its facilities and services are accessible to all individuals.

**4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.**

Yes, the Company's Equal Opportunity Policy is accessible to all employees via the Company's intranet. This policy underscores the Company's dedication to providing equal employment opportunities and maintaining a work environment that is free from harassment and discrimination. It ensures fair treatment across all aspects of employment, including hiring, promotion, and compensation, and strictly prohibits any form of discrimination.

To support these principles, the Company actively promotes equal pay and equitable terms of employment. A robust grievance mechanism is in place to address and resolve any concerns or issues that may arise, ensuring that all employees feel supported and heard. These comprehensive measures highlight the Company's broader commitment to creating a fair, respectful, and inclusive workplace for everyone.

**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	Nil	0	Not Applicable	
Female	75%			
Total	75%			

Note: The female employee who took maternity leave left the Company within 12 months following their return. The Company does not provide maternity/paternity benefits to its workers and male employees.

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

<b>Permanent workers</b>	A dedicated channel for employees and workers to promptly address and resolve their grievances is established. Concerns raised through these channels are managed by the appropriate authority within specified timelines.
<b>Other than permanent workers</b>	
<b>Permanent employee</b>	The Company has instituted a grievance redressal policy to facilitate the reporting of grievances. The process involves several key steps:
<b>Other than permanent employee</b>	<ul style="list-style-type: none"> <li>• Grievance Identification: Grievances are received and acknowledged by the designated authority.</li> <li>• Preliminary Assessment: An initial assessment is conducted to determine the nature and severity of the grievance.</li> <li>• Redressal Procedure Initiation: An informal discussion or mediation is attempted to resolve the grievance at the earliest stage. If unresolved, a formal grievance procedure is initiated.</li> <li>• Decision Making and Implementation of Actions: A review of the grievance is conducted by a designated committee or panel, and an action plan is decided based on the findings.</li> <li>• Follow-up and Monitoring: The implementation of actions is monitored, and follow-up is done to ensure all steps are taken, decisions made, and outcomes achieved. The case is closed after these are ensured.</li> </ul>

Employees and stakeholders can submit their grievances through dedicated channels, including phone, email, or postal address. Designated Points of Contact (PoCs) assess the grievances and determine the need for further inquiry or investigation within one week. Anonymous complaints are handled with respect for anonymity, and frivolous grievances are promptly rejected with reasons provided. Validated complaints are officially registered and documented, maintaining transparency and accountability. Efforts are made to resolve grievances within 60 days, with regular updates provided to complainants to ensure transparency and maintain stakeholder confidence.

For effective grievance handling, the Company has established a grievance redressal committee and also offers direct meetings with HR, an anonymous online submission portal, and a dedicated hotline, ensuring prompt and private communication.

**Whistleblower:** Mrs. Sweta Poddar

**POSH:** Mrs. Sweta Poddar

**HR point of contact:**

Name: Mr. Sharad Jadhav

Email: [sharad.jadhav@bluejethealthcare.com](mailto:sharad.jadhav@bluejethealthcare.com)

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

The company has not recognized any employee membership in association(s) or Unions.

**8. Details of training given to employees and workers:**

Category	FY 2024-25					FY 2023-24				
	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)
<b>Employees</b>										
Male	374	230	61.49%	210	56.15%	328	310	94.51%	286	87.2%
Female	65	41	63.08%	27	41.54%	59	27	45.76%	58	98.31%
<b>Total</b>	<b>439</b>	<b>271</b>	<b>61.73%</b>	<b>237</b>	<b>53.98%</b>	<b>387</b>	<b>337</b>	<b>87.08%</b>	<b>344</b>	<b>88.89%</b>
<b>Workers</b>										
Male	59	45	76.27%	44	74.57%	60	52	86.67%	46	76.67%
Female	0	0	0	0	0	0	0	0.00	0	0
<b>Total</b>	<b>59</b>	<b>45</b>	<b>76.27%</b>	<b>44</b>	<b>74.57%</b>	<b>60</b>	<b>52</b>	<b>86.67%</b>	<b>46</b>	<b>76.67%</b>

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

Category	FY 2024-25			FY 2023-24		
	Current Financial Year			Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	374	221	59.09%	258	184	71.32%
Female	65	42	64.62%	46	34	73.91%
<b>Total</b>	<b>439</b>	<b>263</b>	<b>59.91%</b>	<b>304</b>	<b>218</b>	<b>71.71%</b>
<b>Permanent Workers</b>						
Male	59	59	100.00%	60	31	51.67%
Female	0	0	0	0	0	0
<b>Total</b>	<b>59</b>	<b>59</b>	<b>100.00%</b>	<b>60</b>	<b>31</b>	<b>51.67%</b>

**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, what is the coverage of such a system?

The company has implemented a robust Occupational Health and Safety Management System (OHSMS) to safeguard employee well-being and ensure a safe working environment. This comprehensive system encompasses all critical aspects of workplace safety, including risk assessments, hazard identification, incident reporting, and emergency preparedness, all in alignment with applicable laws and industry standards.

Structured through detailed Standard Operating Procedures (SOPs), the OHSMS promotes uniformity and consistency in safe operational practices across all functions. Regular safety training sessions, including fire safety drills and evacuation exercises, are conducted to enhance employee readiness and response capabilities.

To ensure continuous improvement and compliance, both internal and external safety audits are carried out on a regular basis. Furthermore, a Pre-Start-up Safety Review (PSSR) procedure has been developed and rigorously implemented for all major and minor plant modifications.

During the current financial year, the company has undertaken significant safety and risk management initiatives. Critical HAZOP (Hazard and Operability) studies were conducted for Hydrogenation and

Nitration processes, and a Quantitative Risk Assessment (QRA) for toxic chemicals was carried out by an external expert organization.

To ensure a high level of safety preparedness, the Emergency Response Team receives regular training on key safety protocols, including the use of Material Safety Data Sheets (MSDS), identification of Unsafe Acts (UA) and Unsafe Conditions (UC), operation of fire protection systems, work permit procedures, incident awareness, process safety, and static electricity safety.

Fire protection measures are robust, with fire trucks available 24/7 to effectively manage any emergency situation.

Emergency preparedness is further reinforced through regular mock drills and mock audits. Additionally, the Mechanical Integrity (MI) procedures for all critical equipment have been thoroughly reviewed, and rigorous protocols have been developed and implemented to maintain operational safety.

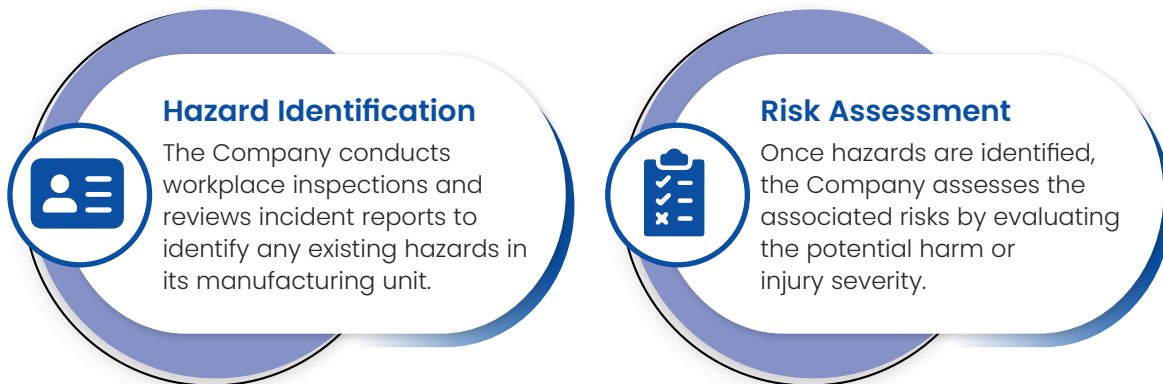
Monthly Safety Committee Meetings facilitate continuous improvement of the health and safety system, addressing emerging concerns. Corrective and Preventive Action (CAPA) processes are used to resolve issues and prevent recurrence, while methodologies like Hazard Identification and Risk Assessment (HIRA) and Hazard and Operability Study (Hazop) proactively mitigate risks.

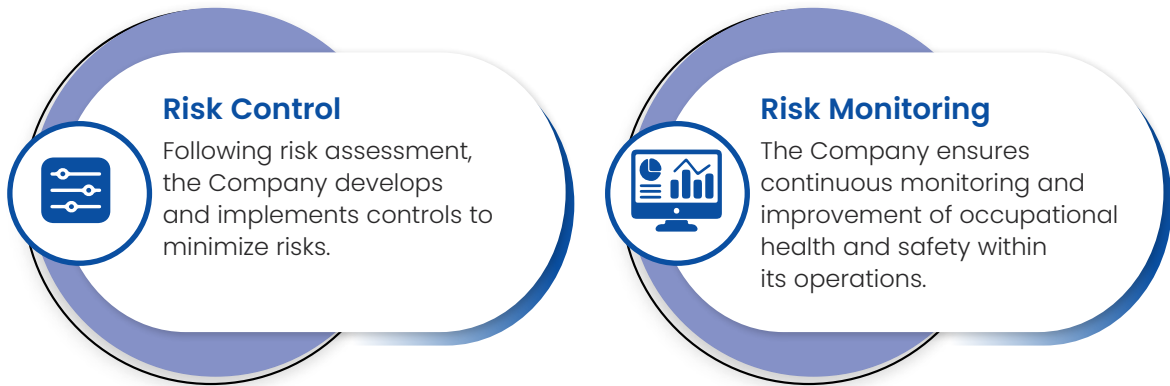
Health and safety assessments are carried out by internal teams and external auditors to ensure thorough evaluations. Regular Environmental, Health, and Safety (EHS) communications keep employees informed and engaged. Through these measures, the Company is committed to maintaining a safe and healthy workplace.

**b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

The Company employs a comprehensive strategy to routinely identify work-related hazards and assess risks. This approach includes regular inspections, job safety analyses, incident investigations, and mechanisms for employee feedback. For non-routine tasks or activities, specific risk assessments are conducted to ensure proactive hazard identification and mitigation.

To effectively identify and evaluate potential risks associated with its operations, the Company uses industry-standard tools such as Hazard Identification and Risk Assessment (HIRA), Hazard and Operability Study (Hazop), and maintains an Aspect-Impact Register. The systematic approach to hazard identification and risk management encompasses the following key steps





**c Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.**

Yes, the Company has established clear processes for workers to report work-related hazards promptly. Employees are encouraged to raise concerns through the Company's reporting system, enabling immediate investigation and corrective actions.

The Company supports the right of workers to remove themselves from hazardous situations and has implemented a grievance redressal mechanism accessible to all employees. The Safety Committee Meetings offer a platform to discuss, and address reported unsafe acts, conditions, and near misses.

To enhance awareness among employees, the Company provides periodic health and safety training and conducts safety campaigns. Through these measures, the Company is dedicated to maintaining a safe and secure working environment.

**d Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?**

Yes, the Company's medical policies extend to cover non-occupational healthcare needs, providing employees with support for general health and wellness beyond work-related issues. This commitment is further demonstrated through various health and safety measures, including the display of safety posters, provision of essential safety equipment, maintenance of a fully stocked first-aid box, and access to purified drinking water to ensure employee hydration.

The Company offers routine checkups and medical treatment for illnesses or injuries, with doctor support available at the factory. Additionally, personnel receive training to handle medical emergencies onsite. Furthermore, employees are covered by a medical insurance policy, underscoring the Company's dedication to fostering a safe and healthy work environment.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employee	0	1.64
	Worker	0	12.14
Total recordable work-related injuries	Employee	2	1
	Worker	2	12*
No. of fatalities	Employee	0	7
	Worker	0	5
High consequence work-related injury or ill-health (excluding fatalities)	Employee	0	1
	Worker	0	1

\*Note: Includes 6 contract workers

## 12. Describe the measures taken by the company to ensure a safe and healthy workplace.

The Company has implemented a comprehensive strategy to ensure a safe and healthy workplace environment, demonstrating its commitment to the well-being of its workforce. This strategy includes the establishment and strict enforcement of relevant processes, Standard Operating Procedures (SOPs), and training protocols. Key measures include:

1. **Employee Trainings:** Employees receive regular training, including on the Pre-Start-up Safety Review (PSSR) procedure. They are encouraged to report hazards and can step away from unsafe situations without fear.
2. **Advanced Safety systems:** Advanced safety systems have been installed across all plants, including Distributed Control Systems (DCS), gas detectors, fire alarms, pressurized hydrants, deluge systems, and foam sprinklers. Redundant instruments such as level switches, pressure gauges, and temperature alarms provide additional safety in chemical storage areas.
3. **Emergency Preparedness:** To prepare for emergencies, Emergency Response Teams are present at all sites and on all shifts. the On-Site Emergency Plan is updated as needed.
4. **Safety Audits:** Regular internal safety audits are conducted to assess compliance with established safety protocols, identify potential hazards, and ensure adherence to occupational health and safety standards. In addition to internal audits, the Company engages accredited third-party auditors to perform external audits on its factories. These audits provide independent assessments of safety practices and validate the effectiveness of the safety management systems.
5. **Safety Committee Meetings:** Safety Committee meetings are held to regularly monitor the workplace for hazards and mitigate them, ensuring a safe workplace environment. These meetings provide a platform to discuss reported unsafe acts, conditions, and near misses.
6. **Mock Drills:** Periodic mock drills are conducted to assess readiness and emergency preparedness, evaluate post-drill issues, identify emergency gaps, validate response plans, and seek improvements.
7. **Safety Inspections:** Periodic safety inspections are carried out across the facility to ensure continuous improvement of the Health & Safety system.
8. **Compliance with Regulations:** The Company places a strong emphasis on compliance with regulatory requirements and industry standards related to workplace safety. Active monitoring and enforcement of compliance measures help mitigate risks and promote a safe working environment for employees and workers.

The Company encourages employees to report work-related hazards promptly through its reporting system and grievance redressal mechanism, empowering them to remove themselves from hazardous situations.

The company also supports employee health through medical facilities, routine check-ups, emergency response training, and health insurance coverage.

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

Category	FY 2024-25			FY 2023-24		
	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	Nil	0	0	Nil
Health & Safety	0	0		0	0	

**14. Assessments for the year:**

Aspect	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	

**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.**

In the event of any safety-related incidents, thorough investigations are conducted, and corrective measures are promptly implemented through updates to the SOP.

To proactively identify and evaluate potential risks associated with its operations, the Company utilizes industry-standard tools such as Hazard Identification and Risk Assessment (HIRA), Hazard and Operability Study (Hazop), and maintains an Aspect-Impact Register. These tools help in identifying potential hazards and assessing risks systematically, ensuring a proactive approach to safety management.

The Company conducts periodic safety drills to raise awareness of health and safety practices among employees, enhancing their preparedness for emergency situations. The implementation of Corrective Action and Preventive Action (CAPA) procedures is central to addressing safety-related incidents and mitigating significant risks identified through health and safety assessments:

- CAPA Reports for Safety Incidents:** In response to safety-related incidents, the Company promptly initiates CAPA reports. These reports document incident details, perform root cause analysis, and outline corrective actions taken to prevent recurrence. The Company emphasizes thorough investigation and implementation of corrective measures to enhance workplace safety.
- Addressing Significant Risks and Concerns:** Health and safety assessments conducted by the Company's internal safety team and external auditors identify significant risks and concerns. Upon assessment findings, the Company prioritizes addressing critical areas requiring improvement to enhance health and safety practices and working conditions.
- Ongoing Corrective Actions:** The Company is committed to continuous improvement in health and safety. It systematically reviews CAPA reports and assesses outcomes to implement ongoing corrective actions. This proactive approach ensures that safety-related incidents are addressed comprehensively, and risks are mitigated effectively.

A corrective action has been initiated to strengthen the work permit system. This involves implementing a clear and standardized work permit procedure, ensuring that all high-risk tasks are properly assessed and authorized before work begins. Additionally, all personnel responsible for issuing and receiving permits will undergo certification to confirm their understanding of the process and associated safety requirements. This measure aims to improve hazard control, enhance communication, and prevent future incidents by ensuring that only trained and competent individuals manage permit-to-work

activities. This involves implementing a clear and standardized work permit procedure, ensuring that all high-risk tasks are properly assessed and authorized before work begins. Additionally, all personnel responsible for issuing and receiving permits will undergo certification to confirm their understanding of the process and associated safety requirements. This measure aims to improve hazard control, enhance communication, and prevent future incidents by ensuring that only trained and competent individuals manage permit-to-work activities.

**Leadership Indicators**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).-**

The company provides insurance under Workmen’s Compensation Act 1923 to ensure financial protection for their families. Along with Workmen’s compensation, Blue Jet Healthcare offers a compensatory package that includes various benefits such as gratuity, provident fund, and any other financial support as may be required by the family of the deceased employee.

The company also complies with ESIC (Employees’ State Insurance Corporation) regulations, which further ensures that employees have access to medical benefits and compensation for work-related injuries, illnesses, or death.

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

Blue Jet Healthcare implements an ongoing reconciliation process to ensure compliance with statutory payment requirements by its value chain partners. Before proceeding with the payment of purchase orders, the company verifies that these partners adhere to all necessary statutory obligations. In FY2025, no statutory dues are found in the approved vendors.

**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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

Category	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 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employee	0	0	0	0
Worker	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)**

The Company allows physically fit employees to extend their employment beyond retirement age. This can be facilitated through Fixed Term Contracts or by engaging them via Third-Party Contracts.

**5. Details on assessment of value chain partners:**

The Company conducts a thorough evaluation of its value chain partners, including suppliers, using a comprehensive Vendor Questionnaire process. This assessment focuses on the suppliers’ Health and Safety Practices to ensure alignment with established standards and regulations. In this process, more than 70% of the value chain partners, based on the total business value conducted with them, have been assessed for compliance with these critical health and safety criteria.

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	77.27%
Working Conditions	

**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.**

The Company has implemented robust precautionary measures to proactively address potential risks and is prepared to take corrective actions as necessary. It maintains active engagement with its vendors to ensure that any vendor-related risks are effectively managed.

Identified risks are communicated to the respective vendors, who are then assigned a defined timeframe to address and resolve the issues. In cases where vendors are unable to fully mitigate the risks within the stipulated period, the Company collaborates closely with them to identify and implement suitable solutions.

**IV. 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.**

To effectively identify key stakeholder groups, the Company employs a systematic identification and mapping process, recognizing the importance of building strong relationships through transparent and impactful interactions. This approach ensures comprehensive engagement with both internal and external stakeholders.

**1. Internal Stakeholders:**

- o **Employees:** As the core of the organization, employees are crucial stakeholders whose engagement and satisfaction are vital for operational success. The Company regularly assesses employee needs and feedback through surveys, meetings, and performance evaluations.

**2. External Stakeholders:**

- o **Customers:** The Company identifies its customers as key stakeholders, focusing on understanding their needs and expectations through market research, customer feedback, and satisfaction surveys.
- o **Communities:** By engaging with local communities, the Company identifies their concerns and expectations, often through community meetings, partnerships, and corporate social responsibility (CSR) initiatives.
- o **Business Partners & Vendors:** These stakeholders are identified through strategic partnerships and supply chain management processes, ensuring alignment in goals and ethical practices.
- o **Regulatory Bodies:** The Company engages with regulatory bodies to ensure compliance with laws and standards. This involves monitoring regulatory changes and participating in industry forums.
- o **Government:** Interaction with government entities is critical for policy compliance and advocacy. The Company engages with government stakeholders through industry associations and direct communication.
- o **Shareholders & Investors:** The Company identifies shareholders and investors as key stakeholders, maintaining engagement through financial reports, investor meetings, and transparent communication regarding company performance and strategy.

The Company continuously reviews and updates its stakeholder identification process to adapt to changing business environments and stakeholder dynamics. This ensures that the Company remains responsive to the evolving needs and expectations of its stakeholders.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> <li>Review meets.</li> <li>Townhall meetings</li> <li>Employee surveys</li> <li>Learning and development initiatives</li> <li>Discussions with senior leaders</li> </ul>	Regularly (e.g., monthly)	<ul style="list-style-type: none"> <li>Encourage employee engagement and satisfaction</li> <li>Provide opportunities for feedback and input</li> <li>Address workplace concerns</li> </ul>
Customers	No	<ul style="list-style-type: none"> <li>Corporate website</li> <li>Digital platforms</li> </ul>	Continuous (as needed)	<ul style="list-style-type: none"> <li>Gather feedback on products and services</li> <li>Understand needs and preferences</li> <li>Address complaints and concerns</li> </ul>
Business Partners & Vendors	No	<ul style="list-style-type: none"> <li>Product/process trainings for new and old partners</li> <li>Channel partner meets.</li> <li>Meetings and conferences</li> </ul>	Regularly (e.g., monthly)	<ul style="list-style-type: none"> <li>Foster collaboration and partnership.</li> <li>Discuss contracts and agreements.</li> <li>Address operational issues</li> </ul>
Regulatory Bodies	No	<ul style="list-style-type: none"> <li>Industry associations</li> <li>Corporate Presentations</li> <li>Written Communications</li> <li>One-to-one meetings</li> </ul>	Periodic (as required by regulations)	<ul style="list-style-type: none"> <li>Ensure compliance with regulations</li> <li>Seek guidance on regulatory matters</li> <li>Provide updates on compliance efforts</li> </ul>

<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/ No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Shareholders & Investors	No	<ul style="list-style-type: none"> <li>• Annual General Meetings</li> <li>• Investor conferences</li> <li>• Annual Reports</li> <li>• Investor presentations,</li> <li>• Company announcements</li> <li>• Company website</li> <li>• Media Releases</li> </ul>	Annually	<ul style="list-style-type: none"> <li>• Communicate Company performance and strategy</li> <li>• Address concerns and questions</li> <li>• Solicit feedback and input</li> </ul>
Communities	Yes	<ul style="list-style-type: none"> <li>• Community meetings.</li> </ul>	Annually or Periodic (as required)	<ul style="list-style-type: none"> <li>• Build relationships and trust</li> <li>• Address community concerns</li> <li>• Support community initiatives</li> </ul>

### 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 feedback from such consultations is provided to the Board.**

Blue Jet Healthcare values stakeholder input on economic, environmental, and social matters. The consultation process begins with engaging various stakeholders through surveys, meetings, and digital platforms to gather feedback on key issues. This feedback is acknowledged and reviewed by relevant departments to assess its significance.

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

No. Blue Jet Healthcare acknowledges the importance of stakeholder engagement in addressing environmental and social issues. Although formal consultation processes may not be established at this time, the company is committed to exploring ways to integrate stakeholder input into its policies and activities.

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

Blue Jet Healthcare is committed to addressing the needs of vulnerable and marginalized groups, particularly in underserved rural areas. Recognizing the importance of education in driving social and economic change, the company actively engages with these communities to understand their challenges and work toward impactful solutions.

One of the key initiatives undertaken by Blue Jet Healthcare is funding the development of educational infrastructure in rural regions. By investing in the construction of schools and educational facilities, the company aims to improve access to quality education for marginalized groups, empowering individuals with the knowledge and skills necessary to improve their lives.

## V. Principle 5: Businesses should respect and promote human rights

### Essential Indicators

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	166	37	22.29%	118	19	16.10%
Other than permanent	273	136	49.82%	269	149	55.39%
<b>Total Employees</b>	<b>439</b>	<b>173</b>	<b>39.41%</b>	<b>387</b>	<b>168</b>	<b>43.41%</b>
<b>Workers</b>						
Permanent	30	0	0.00%	26	0	0%
Other than permanent	29	0	0.00%	34	3	8.82%
<b>Total Workers</b>	<b>59</b>	<b>0</b>	<b>0.00%</b>	<b>60</b>	<b>3</b>	<b>5%</b>

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than minimum Wage		Total (D)	Equal to Minimum Wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	<b>166</b>	<b>0</b>	<b>0.00%</b>	<b>166</b>	<b>100.00%</b>	<b>118</b>	<b>0</b>	<b>0.00%</b>	<b>118</b>	<b>100.00%</b>
Male	141	0	0.00%	141	100.00%	99	0	0.00%	99	100.00%
Female	25	0	0.00%	25	100.00%	19	0	0.00%	19	100.00%
<b>Other than Permanent</b>	<b>273</b>	<b>0</b>	<b>0.00%</b>	<b>273</b>	<b>100.00%</b>	<b>269</b>	<b>0</b>	<b>0.00%</b>	<b>269</b>	<b>100.00%</b>
Male	233	0	0.00%	233	100.00%	229	0	0.00%	229	100.00%
Female	40	0	0.00%	40	100.00%	40	0	0.00%	40	100.00%
<b>Workers</b>										
<b>Permant</b>	<b>30</b>	<b>0</b>	<b>0.00%</b>	<b>30</b>	<b>100.00%</b>	<b>26</b>	<b>0</b>	<b>0.00%</b>	<b>26</b>	<b>100.00%</b>
Male	30	0	0.00%	30	100.00%	26	0	0.00%	26	100.00%
Female	0	0	0	0	0	0	0	0.00%	0	0.00%
<b>Other than Permanent</b>	<b>29</b>	<b>0</b>	<b>0.00%</b>	<b>29</b>	<b>100.00%</b>	<b>34</b>	<b>0</b>	<b>0.00%</b>	<b>34</b>	<b>100.00%</b>
Male	29	0	0.00%	29	100.00%	34	0	0.00%	34	100.00%
Female	0	0	0	0	0	0	0	0.00%	0	0.00%

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	36,750,000	0	Nil
Key Managerial Personnel (KMP)	1	21,803,652	1	2,177,832
Employees other than BoD and KMP	369	590,004	64	441,384
Workers	59	413,316	0	Nil

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	8.08%	12.42%

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/No)

The Company is dedicated to addressing any concerns or grievances raised by its stakeholders. The head of the Human Resources (HR) function is responsible for managing and resolving human rights issues. If these issues remain unresolved, they will be escalated through the leadership hierarchy, with the final resolution being brought before the board.

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

The Company has established a robust internal mechanism to address grievances related to human rights issues, as part of its commitment to prioritize the well-being and dignity of all individuals involved in its operations. The process begins with the implementation of a comprehensive Human Rights policy, which is accessible to all employees. Employees can raise their human rights grievances directly with the Human Resources team to ensure swift and appropriate resolution. If the issue remains unresolved, it can be escalated to the Leadership team and, subsequently, to the Board.

The Company has also introduced a whistleblower policy to encourage employees to report concerns about unethical practices, promoting transparency and ethical behavior. A POSH policy is in place to handle grievances related to harassment.

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

Aspect	FY 2024-25			FY 2023-24		
	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	Nil	0	0	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour/ Involuntary Labour	0	0	Nil	0	0	Nil

Aspect	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on 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.**

To safeguard the rights and well-being of individuals who raise concerns or lodge complaints related to discrimination or harassment, the Company has implemented a comprehensive set of mechanisms designed to ensure protection, fairness, and confidentiality throughout the process. These mechanisms include:

#### Confidential Reporting Channels

The Company provides multiple confidential and secure channels through which employees can report incidents of discrimination or harassment. These channels are designed to protect the identity of the complainant and ensure that individuals can come forward without fear of reprisal. Employees may report concerns via dedicated email addresses, helplines, or in-person meetings with designated Human Resources personnel.

#### Strict Non-Retaliation Policy

Retaliation against any individual who files a complaint, cooperates in an investigation, or participates in any related proceeding is strictly prohibited. The Company maintains a zero-tolerance stance on retaliation, and any breach of this policy is met with serious disciplinary consequences.

#### Fair and Impartial Investigation Process

All complaints are investigated promptly, thoroughly, and objectively by trained professionals. Investigations are conducted in a neutral manner to ensure that the rights of both the complainant and the accused are respected. The goal is to establish facts and arrive at a fair outcome, free from bias or undue influence.

#### Confidentiality Throughout the Process

The Company ensures that all complaints and related proceedings are handled with the utmost confidentiality. Information is shared only with individuals who are directly involved in the resolution process, and strict safeguards are in place to prevent the disclosure of sensitive information. This protects the safety and dignity of the complainant and helps foster a culture of trust and accountability.

**Appropriate Disciplinary Action**

Where investigations confirm instances of discrimination or harassment, the Company takes appropriate corrective action in line with its policies and relevant labor laws. Disciplinary measures may include verbal or written warnings, mandatory training, reassignment, suspension, or termination, depending on the severity and circumstances of the incident.

**Role of Human Resources**

The Human Resources department serves as the primary point of contact for all matters related to workplace discrimination and harassment. HR is responsible for receiving complaints, facilitating investigations, and ensuring that complainants are supported throughout the process. HR also ensures that all preventive measures and policies are consistently communicated and enforced across the organization.

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

Blue Jet Healthcare is committed to integrating human rights considerations into its contractual obligations to both strengthen business relationships and fulfill its responsibility to promote a fair and equitable work environment. In alignment with the company’s human rights policy, all business agreements and contracts include clauses that ensure compliance with relevant regulatory standards related to human rights.

**10. Assessments of the year**

Aspects	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Child labor	100%	The company regularly conducts internal and external assessment of its facilities to ensure companies compliance with Social Standards/ Guidelines.
Forced labor	100%	
Sexual harassment	100%	
Discrimination at workplace	100%	

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

No significant risks or concerns were identified during the assessments conducted; therefore, no corrective actions were deemed necessary at this time. Blue Jet Healthcare has standard procedures in place to conduct continuous monitoring and capacity-building initiatives for both internal and external stakeholders in relevant areas this enables the company to gather feedback and concerns.

**Leadership Indicators**

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

No significant human rights grievances were reported that impacted or necessitated changes to the company’s business operations during the current financial year.

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

The company has established a well-defined Human Rights Policy for both internal and external stakeholders. While there have been no reported complaints or grievances to date, and thus no formal Human Rights Due Diligence has been conducted, the company remains committed to upholding these principles. In the event that any human rights concern arises, the company is prepared to take prompt and appropriate corrective action to address and mitigate the issue.

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?

The Company has implemented significant measures to ensure that all its offices and factories are accessible to individuals with disabilities, including visitors using wheelchairs. Provisions such as ramps, elevators, accessible restrooms, and other necessary infrastructure have been put in place to support ease of access and mobility.

4. Details on assessment of value chain partners:

Human rights	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100% of the company's value chain partners were assessed on the mentioned human rights measures through the vendor qualification assessment. Additionally, these aspects are reviewed through vendor audits wherever applicable.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

As there were no significant risks or concerns reported during FY2025, no corrective action plans were required. However, the company remains committed to taking appropriate measures to address and mitigate any such concerns, should they arise in the future.

VI. 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:

Parameter	Unit	FY 2024-25	FY 2023-24
<b>From renewable sources (in gigajoules)</b>			
Total electricity consumption (A)	GJ	25302.08	21424.57
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C)	GJ	-	-
<b>Total energy consumption from renewable sources (A+B+C) (GJ)</b>	<b>GJ</b>	<b>25302.08</b>	<b>21424.57</b>
<b>From non - renewable sources (in gigajoules)</b>			
Total electricity consumption (D)	GJ	66601.15	60397.74
Total fuel consumption (E)	GJ	254824.63	266320.12
Energy consumption through other sources (F)	GJ	-	-
<b>Total energy consumption from non - renewable sources (D+E+F) (GJ)</b>	<b>GJ</b>	<b>321425.77</b>	<b>326717.86</b>
<b>Total energy consumption (A+B+C+D+E+F) (GJ)</b>	<b>GJ</b>	<b>346727.86</b>	<b>343927.15</b>
Energy intensity per rupee of turnover (Total energy consumption in GJ/ turnover in rupees)	GJ/INR	0.000336	0.000048
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*</b> (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/INR	0.0069	0.0011

Parameter	Unit	FY 2024-25	FY 2023-24
Energy intensity in terms of physical output	GJ/mn	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-	-

**Note:** The calculations for the previous year have been reviewed and revised. The corrected figures for FY2024 are accordingly reported.

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No independent assessment has been conducted; however, all required statutory and internal audits are performed periodically.

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

Blue Jet's facilities are not classified as designated consumers under the PAT scheme; therefore, the scheme is not applicable to the company.

3. Provide details of the following disclosures related to water

Parameter	Unit	FY 2024-25	FY 2023-24
Water withdrawal by source (in kiloliters)			
(i) Surface water	KL	-	-
(ii) Groundwater	KL	-	-
(iii) Third party water	KL	196689.61	186457
(iv) Seawater / desalinated water	KL	-	-
(v) Others	KL	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>KL</b>	<b>196689.61</b>	<b>186456</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>KL</b>	<b>194754.952</b>	<b>184385.18</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	KL/mn (INR)	0.000019	0.000026
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	KL/mn (INR)	0.00039	0.000582
Water intensity in terms of physical output	-	-	-
Water intensity (optional)– the relevant metric may be selected by the entity	-	-	-

**Note:** The calculations for the previous year have been reviewed and revised. The corrected figures for FY2024 are accordingly reported.

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No independent assessment has been conducted; however, all required statutory and internal audits are performed periodically

## 4. Provide the following details related to water discharged:

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>			
(i) Surface water	KL		
No treatment	KL	-	-
With treatment – please specify the level of treatment	KL	-	-
(ii) Ground water	KL		
No treatment	KL	22.41	20.12
With treatment – please specify the level of treatment	KL	-	-
(iii) Sea water	KL		
No treatment	KL	-	-
With treatment – please specify the level of treatment	KL	-	-
(iv) Sent to third parties	KL		
No treatment	KL	-	-
With treatment – please specify the level of treatment	KL	1914.048	2052.24
(v) Others	KL		
No treatment	KL	-	-
With treatment – please specify the level of treatment	KL	-	-
Total water discharged (in kilolitres)	KL	1936.46	2072.35

**Note:** The calculations for the previous year have been reviewed and revised. The corrected figures for FY2024 are accordingly reported.

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No independent assessment has been conducted; however, all required statutory and internal audits are performed periodically

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

While there is currently no Zero Liquid Discharge (ZLD) system in place at the company's facilities, plans are underway to implement a ZLD system at the facilities

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

Parameter	Unit	FY 2024-25	FY 2023-24
NOx	mg/nm3	14.84	15.023
SOx	kg/day	9.22	10.46
Total Particulate matter	mg/nm3	44.09	43.30
Persistent organic pollutants (POP)	tones/annum	-	-
Volatile organic compounds (VOC)	tones/annum	-	-
Hazardous air pollutants (HAP)	tones/annum	-	-
Others – Process Emission (HCL)	mg/Nm3	-	-

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No independent assessment has been conducted; however, all required statutory and internal audits are performed periodically

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

Parameter	Unit	FY 2024-25	FY 2023-24
Scope 1	Metric tons of CO2 equivalent	23,877	24,859.12
Scope 2	Metric tons of CO2 equivalent	13,449.73	11,911.78
Total	Metric tons of CO2 equivalent	37326.73	36770.9
Total Scope 1 and Scope 2 emissions per rupee of turnover	tc02/(INR)	0.0000036	0.0000052
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)	tc02/(INR)	0.000075	0.00012
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tc02/(INR)/store	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

**Note:** The calculations for the previous year have been reviewed and revised. The corrected figures for FY2024 is accordingly reported.

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No independent assessment has been conducted; however, all required statutory and internal audits are performed periodically

**8. Does the entity have any project related to reducing Greenhouse Gas emission? If yes, then provide details.**

The company remains dedicated to reducing energy consumption and minimizing greenhouse gas (GHG) emissions across its operations. The company has implemented several initiatives aimed at enhancing operational efficiency and reducing environmental impact.

The key projects undertaken to reduce GHG emissions are as follows:

### Installation of Solar Power Plant

A solar power plant with an installed capacity of 5.2 MW has been commissioned at the company's facility. This initiative contributes to a reduction in the use of conventional energy sources and supports cleaner energy generation.

### Installation of Windmill

To further diversify its renewable energy portfolio, the company has invested in and installed a windmill with a capacity of 3.2 MW. This project aids in lowering the company's dependency on fossil fuels and contributes to overall emission reduction.

### Boiler Efficiency Monitoring and Automatic Coal Combustion System

The company has implemented a system for monitoring boiler efficiency and introduced an automatic coal combustion control mechanism. This has resulted in a 5–8% reduction in emissions, including carbon dioxide (CO<sub>2</sub>), nitrogen oxides (NO<sub>2</sub>), and sulfur oxides (SO<sub>2</sub>), by optimizing the combustion process and reducing heat losses.

Approximately 29% of the company's total energy requirements are currently being met through renewable energy sources. Additionally, a 15% increase in renewable energy usage compared to the previous year. This growth underscores the company's ongoing efforts to reduce its reliance on non-renewable energy sources and demonstrates its dedication to lowering overall greenhouse gas emissions through a cleaner and more sustainable energy mix.

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

Parameter	FY 2024-25	FY 2023-24
<b>Total Waste generated (in metric tons)</b>		
Plastic waste (A)	-	-
E-waste (B)	-	0.12
Bio-medical waste (C)	-	1.55
Construction and demolition waste (D)	-	800
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Process Residue (G.1)	30.199	32.12
Spent Carbon (G.2)	7.439	4.19
Spent acid (G.3)	2012.585	3047
ETP Sludge	61.955	80.77
MEE Sludge	353.977	260.28
Other Non-hazardous waste generated (H).	0.07	0.011
Total (A+B + C + D + E + F + G + H)	2466.23	4226.08
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations in Cr)	0.0000002	0.00000059
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000049	0.000013
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 tons)

Category	FY 2024-25	FY 2023-24
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>-</b>	<b>-</b>

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

Category	FY 2024-25	FY 2023-24
(i) Incineration:	37.645	36.32
(ii) Landfilling	415.99	341.75
(iii) Other disposal operations	2012.59	3848
<b>Total</b>	<b>2466.23</b>	<b>4226.08</b>

**Note:** The calculations for the previous year have been reviewed and revised. The corrected figures for FY 2024 are accordingly reported.

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No independent assessment has been conducted; however, all required statutory and internal audits are performed periodically

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.

The Company follows a structured approach to waste management, guided by the principles of waste reduction and recycling. Waste segregation is strictly implemented at the source, enabling effective recycling through authorized waste management vendors.

Hazardous waste is handled and disposed of in full compliance with applicable regulatory requirements, including the Hazardous Waste Management Rules. These measures ensure the safe handling of hazardous materials, prevent environmental contamination, and protect public health.

To reduce environmental impact, the Company has adopted strategies to minimize the use of harmful chemicals in its products and manufacturing processes. A high-capacity Effluent Treatment Plant (ETP) has been installed at the facility to treat wastewater before discharge.

The Company continuously evaluates alternative materials and processes that are more environmentally friendly, aiming to reduce dependence on hazardous substances. Strict controls and operational guidelines are in place to ensure the safe handling, storage, and disposal of all chemicals used in operations.

All waste generated at the Company's facilities is managed in accordance with the applicable waste management rules and regulations to ensure its safe handling and disposal.

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:

All company facilities are located within designated industrial zones, with no ecologically sensitive areas in the surrounding vicinity.

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

The company did not conduct any environmental impact assessment in the current financial year.

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). If not, provide details of all such non-compliances, in the following format:

The company has remained fully compliant with all applicable environmental laws, regulations, and guidelines. No instances of non-compliance have been reported during the current financial year.

**Leadership Indicators**

- 1 Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

All company facilities are situated within designated industrial zones, and the company does not source water from any water-stressed areas

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

No independent assessment has been conducted; however, all required statutory and internal audits are performed periodically

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

The company does not currently track its Scope 3 emissions; however, efforts are underway to establish the necessary systems for tracking, recording, and maintaining Scope 3 emission data in the future.

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

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:

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
MeOH Recovery project	A stripper, three-stage Multiple Effect Evaporator (MEE), and two Agitated Thin Film Dryers (ATFDs) will be installed to treat a mixture containing 9% methanol, 13% total dissolved solids (TDS), and water. The process is designed to concentrate the mixture, recovering methanol for reuse and distilled water for use in the process and as makeup water for the cooling tower. The remaining concentrated stream, rich in TDS, will be sent to the Zero Liquid Discharge (ZLD) system for further treatment.	The new project is designed to improve solvent recovery and water reutilization within the production process.  <b>Key benefits include</b> <ul style="list-style-type: none"> <li>significant reduction in fresh methanol consumption through effective recovery methods,</li> </ul>

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
HCL Recovery project	<p>The Hojoic layer from crude Saccharin is purified in a graphite column. The top stream yields a distilled HCl-water mix, while the bottom stream is treated with caustic lye and filtered to recover copper solids. The filtrate is processed with carbon slurry, then sent to the ATFD to recover sodium sulphate solids. The distilled water is reused for caustic lye preparation and cooling tower makeup.</p>	<ul style="list-style-type: none"> <li>• reuse of distilled water as cooling tower makeup &amp; process-reuse, reducing overall freshwater demand.</li> </ul> <p>This would further lead to cost efficiency and sustainable operations, through improved resource management.</p> <p>The project focuses on enhancing process efficiency, resource recovery, and environmental sustainability.</p> <p><b>Key improvements include</b></p> <ul style="list-style-type: none"> <li>• Significant reduction in fresh hydrochloric acid (HCl) and copper hydroxide consumption in the product, along with the recovery of sodium sulphate as a saleable by-product.</li> <li>• Reuse of distilled water generated during the process pH control and as makeup water for the cooling tower.</li> </ul> <p>These measures collectively contribute to a reduction in overall effluent generation.</p>
Boiler efficiency monitoring system & automatic coal combustion system	<p>A Boiler Efficiency Monitoring System tracks key parameters like flue gas temperature, oxygen levels, and fuel input to assess and improve boiler performance in real time. It helps reduce fuel consumption and emissions.</p> <p>An Automatic Coal Combustion System uses sensors and controls to regulate coal feed and air supply, ensuring efficient and stable combustion.</p>	<p>Key benefits</p> <ul style="list-style-type: none"> <li>• 10-15% reduction in fuel consumption</li> <li>• 8-12% improvement in boiler efficiency</li> <li>• 5-8% reduction in emissions, including CO<sub>2</sub>, NO<sub>x</sub>, and SO<sub>x</sub>, by optimizing combustion and minimizing heat losses.</li> <li>• Reduction in operational and maintenance costs by 10-15% due to real-time performance monitoring and proactive maintenance.</li> </ul>

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Anti-scalant system & anti-rusting system	<p>An Anti-scalant system is used to prevent the formation of scale—mineral deposits like calcium and magnesium—that can clog pipes, membranes, and equipment.</p> <p>An Anti-Rusting System protects the metal components such as pipelines, heat exchangers, and structural parts from corrosion.</p>	<p><b>Key Benefits</b></p> <ul style="list-style-type: none"> <li>• Improve energy efficiency of cooling water towers by 15–18%</li> <li>• Reduction in maintenance-related downtime by 12–15%.</li> <li>• Elimination of the requirement for chemicals and traditional water treatment processes, leading to zero chemical and water treatment costs</li> </ul>
Flowmeters for steam, power & water	Installation of Flowmeters will enable in monitoring and optimizing the consumption of steam, power, and water at the facilities.	<p>Following installation, plant-wise analysis will be conducted to compare production output against the consumption of each parameter. These insights will support data-driven decision-making, reduce operational costs, and promote sustainability across manufacturing operations</p> <p><b>Key Benefits</b></p> <ul style="list-style-type: none"> <li>• Enhanced operational efficiency through optimized consumption of resources</li> </ul>
E-Soft Water Condenser System	E-Soft is a water softener system uses low-frequency electronic pulses to break down hard minerals in water, preventing scale buildup and improving water quality without using any chemicals.	<p>The implementation of the E-Soft Water Condenser System eliminates scaling, significantly reduces bacterial growth, and lowers CO<sub>2</sub> emissions.</p> <p><b>Key Benefits</b></p> <ul style="list-style-type: none"> <li>• 12–15% reduction in energy consumption by preventing scale buildup, and a</li> <li>• 10–12% decrease in maintenance costs due to reduced fouling and corrosion.</li> <li>• The system can extend equipment life by 10–15%, contributing to lower operational costs and enhanced sustainability</li> </ul>
Data monitoring & VFD's installation for chiller pumps	The integration of data monitoring and Variable Frequency Drives (VFDs) for chiller pumps enables real-time performance tracking and optimized speed control for chiller pumps.	<p><b>Key Benefits</b></p> <ul style="list-style-type: none"> <li>• 10–13% energy savings</li> <li>• Extended equipment life by 10–15%, Reduction in maintenance costs by up to 15%,</li> <li>• Improved overall system reliability.</li> </ul>

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

The Company has implemented a comprehensive Business Continuity and Disaster Management Plan to ensure resilience in the face of disruptions such as natural disasters, cyber incidents, and pandemics. The plan includes a thorough risk assessment and business impact analysis to identify critical operations and prioritize recovery efforts.

Key strategies include secure data backups, remote work capabilities, and clear communication protocols. Emergency response procedures cover evacuation plans, employee safety, and operational continuity. The plan is regularly tested through drills and updated to reflect evolving risks and business needs.

Integrated with IT disaster recovery efforts, the plan defines recovery time and point objectives to minimize downtime and data loss. This proactive approach ensures the Company can maintain essential functions, protect its workforce, and continue delivering value during emergencies.

**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?**

The Company acknowledges the critical role of its value chain partners and recognizes the potential for significant environmental impacts arising from their operations. While the Company strives to minimize environmental risks throughout its value chain, it remains vigilant in identifying and addressing any adverse impacts that may arise. If any significant environmental risk is identified, the supplier is expected to take immediate corrective action. Failure to do so may result in the discontinuation of the business relationship.

This approach aligns with best practices in responsible sourcing and supply chain management, emphasizing the importance of environmental impact assessments, supplier selection criteria, and proactive engagement to mitigate risks and promote sustainability.

Although, no significant adverse environmental impacts have been observed to date; therefore, no mitigation measures have been deemed necessary at this stage.

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

100% of the company's value chain partners are assessed on multiple parameters, including environmental aspects, as part of the vendor qualification process and vendor audits. However, the company has not undertaken any independent assessment of the environmental impacts associated with its value chain partners, as no significant impacts have been identified in FY2025.

**8. How many green credits have been generated or procured:**

**a. By the listed entity:** None

**b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners:**

The Company has not ascertained the green credits generated or procured by its value chain partners.

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

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	DGFT(Director General of Foreign Trade)	National
2	Chemexcil	National
3	Bombay Chamber of Commerce	State
4	Export Inspection Agency	National

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.**  
No issues related to anti-competitive conduct have arisen, therefore, no corrective actions have been necessary.

**Leadership Indicators**

- 1 **Details of public policy positions advocated by the entity:**  
The Company does not currently advocate for any public policy positions. The Company adheres to a Code of Conduct Policy to ensure the highest standards of business ethics and integrity are maintained across its operations. While engaging with trade associations and industry bodies, the Company ensures that all interactions are conducted in accordance with its commitment to ethical practices and compliance with applicable laws and regulations.

**VIII. 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.**  
The Company has not undertaken any projects in the current financial year that require a Social Impact Assessment (SIA). Therefore, no SIA study has been conducted.
2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**  
The Company has not undertaken any projects in the current financial year that require Rehabilitation and Resettlement (R&R).
3. **Describe the mechanisms to receive and redress grievances of the community.**  
Blue Jet Healthcare has established a comprehensive grievance redressal mechanism to effectively address and resolve complaints from both internal and external stakeholders. This policy ensures that grievances are dealt with in a timely, transparent, and accountable manner, facilitating a seamless process for expressing concerns and seeking resolution.

### Mechanisms to Receive and Redress Grievances

The grievance redressal procedure involves several steps to ensure that each complaint is handled efficiently and fairly:

1. **Grievance Identification:** Stakeholders are encouraged to submit their grievances through dedicated channels, including phone, email, and post. Once a grievance is received, it is promptly acknowledged by the designated authority.
2. **Preliminary Assessment:** Upon receipt of the grievance, the designated Point of Contact (PoC) assesses its nature and severity to determine the appropriate course of action. This helps in identifying whether the grievance requires an immediate resolution or further investigation.
3. **Redressal Procedure Initiation:** At the initial stage, Blue Jet Healthcare attempts to resolve grievances through informal discussions or mediation. If the issue remains unresolved, a formal grievance procedure is initiated, involving further investigation and assessment by the designated committee.
4. **Decision Making and Implementation of Actions:** The grievance is reviewed by a designated panel, which determines an action plan based on the findings. Any necessary corrective actions or resolutions are then implemented in a timely manner.
5. **Follow-up and Monitoring:** Once actions have been implemented, regular follow-up is conducted to ensure that all decisions are being carried out and that the desired outcomes are achieved. The case is only closed once all necessary actions have been completed and the stakeholder's concerns have been satisfactorily addressed.
6. **Regular Updates to Complainants:** Throughout the process, stakeholders receive regular updates on the status of their complaints. These updates are crucial to maintaining transparency, ensuring that complainants are aware of the steps being taken and the progress of their case. This ongoing communication helps build trust and confidence in the grievance redressal system.
7. **Anonymity and Rejection of Frivolous Grievances:** Blue Jet Healthcare respects the anonymity of stakeholders who wish to remain anonymous when submitting complaints. Any frivolous or baseless grievances are promptly rejected, with reasons for rejection provided to ensure fairness and clarity.
8. **Resolution Timelines:** Efforts are made to resolve all grievances within 60 days of registration. For investor-related grievances, Blue Jet Healthcare adheres to the timelines specified by regulatory authorities, including SEBI and the Ministry of Corporate Affairs, ensuring compliance with all legal and regulatory standards.

This grievance redressal policy not only aims to address issues effectively but also ensures that every complaint is treated with respect, transparency, and diligence. Link: <https://bluejethealthcare.com/wp-content/uploads/2024/09/grievance-redressal-policy.pdf>

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	5.90%	5.17%
Sourced directly within India	57.04%	28.16%

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

Location	FY 2024-25	FY 2023-24
Rural	10.05%	3.32%
Semi-urban	46.82%	9.47%
Urban	39.09%	87.22%
Metropolitan	4.04%	0%

### Leadership Indicators

- Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

No social impact assessment was conducted in the current year; thus, the question is not applicable.
- Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

One of the CSR project undertaken by the Company is in Ranchi that has been identified as an aspirational district.
- (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)**

No, the company has not established a procurement policy.

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

Not Applicable

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

Not Applicable
- 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:**

During the current financial year, the company did not own or acquire any intellectual properties based on traditional knowledge, and therefore no benefits were derived or shared from such assets.
- Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

Not Applicable.
- Details of beneficiaries of CSR Projects:**

As part of its commitment to corporate social responsibility, the Company has dedicated 100% of its CSR expenditure to supporting education in rural areas. This initiative focuses on establishing and enhancing schools in underserved regions, with the goal of providing quality education to children from marginalized and underprivileged communities.

**IX. 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.**

Blue Jet Healthcare, as a B2B organization, has established efficient and transparent mechanisms for receiving and addressing client feedback and complaints. The Company offers multiple communication channels, including client support lines, dedicated email contacts, and online feedback forms to facilitate easy and prompt communication. Trained client service representatives are available to resolve concerns swiftly, ensuring client satisfaction and maintaining strong business relationships.

Stakeholder engagement is further supported through feedback surveys, relationship managers, seminars, conferences, social media, and one-on-one meetings. Stakeholders can also refer to the Company's Grievance Redressal Policy available on its website to register their concerns

The grievance redressal process involves identification, assessment, and appropriate resolution of complaints through a structured procedure. Informal resolution is attempted initially, followed by formal investigation if required. A designated panel reviews grievance and ensures timely implementation of corrective actions. Regular updates are provided to the complainant, and follow-ups are conducted until the issue is fully resolved. Anonymous complaints are respected, and frivolous grievances are addressed with due clarity.

All grievances are targeted to be resolved within 60 days, with investor-related complaints adhering to regulatory timelines. This structured and accountable approach ensures that all feedback is addressed with diligence, transparency, and fairness.

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

	<b>As a percentage to total turnover</b>
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or Safe Disposal	0

**3. Number of consumer complaints in respect of the following:**

	<b>FY 2024-25</b>		<b>Remarks</b>	<b>FY 2023-24</b>		<b>Remarks</b>
	<b>Received during the year</b>	<b>Pending resolution at end of year</b>		<b>Received during the year</b>	<b>Pending resolution at end of year</b>	
Data privacy	0	0	Nil	0	0	Nil
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Others	-	-		-	-	

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

Aspect	Number	Reason for Recall
Voluntary recall /Mock recall	1	The recall was carried out due to non-confirmity of Monoester Impurity after 6 months storage at customer.
Forced recall	Nil	Nil

To ensure safety and quality, the Company has established procedures for recalling products if any concerns arise. Recalled items are segregated and assessed for potential reuse. Products that meet the stringent criteria after undergoing re-processing are offered to the customers on approval. Those that fail to meet the standards are responsibly disposed of through incineration.

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, the Company has established a comprehensive framework and policy addressing cyber security and data privacy risks. The policy is readily accessible on the Company's intranet to ensure internal compliance and reference. In addition, a formal risk management policy has been developed and implemented to proactively identify, assess, and mitigate potential risks across operations.

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.

No such instances have been recorded during the current financial year relating to advertising, delivery of essential services, cybersecurity and data privacy of customers, product recalls, or regulatory penalties concerning product/service safety. Accordingly, no corrective actions have been required or undertaken.

However, the Company has robust procedures and contingency plans in place to address such events, should they arise, ensuring the protection of stakeholder interests and compliance with all regulatory requirements.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

No instances of data breaches in FY2024-25

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

NA

c. Impact, if any, of the data breaches

NA

## Leadership Indicators

**1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

Information about the Company's products and services is available through the following channels:

- Company Website: <https://bluejethealthcare.com/>
- Product Brochures
- Guidance Manuals and User Documentation

These platforms provide detailed insights to help customers make informed decisions and use the products effectively.

**2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

The Company ensures to comply with regulatory requirements by actively promoting the safe and responsible use of its products. Stakeholder education is a key focus, with clear instructions, warnings, and usage guidelines provided directly on product packaging and labels.

In addition to on-product information, the Company also utilize brochures, user manuals, digital platforms, and customer service channels to reinforce safe usage practices.

**3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

The Company has implemented a robust communication framework to ensure that consumers are promptly informed of any potential risks related to the disruption or discontinuation of essential services. This framework leverages multiple proactive channels—including email notifications, SMS alerts, and real-time updates via the Company's official website—to maximize outreach and ensure timely dissemination of critical information. In line with industry best practices, this multi-channel approach enhances transparency and builds consumer trust. Notably, during the financial year 2024–25, there were no reported instances of major service disruptions or discontinuations.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.**

Blue Jet Healthcare Limited specializes in the manufacturing of Integrated Contrast Media Intermediates, Saccharin and its salts, and niche Pharmaceutical Intermediaries and Active Pharmaceutical Ingredients (APIs). Operating under a B2B business model, the company supplies products that are not directly consumed by end-users but are used as intermediates by pharmaceutical companies, agrochemical manufacturers, and FMCG firms to develop final products.. While the company ensures full compliance with all local regulatory requirements, it also provides additional information such as

- Technical documentations (chemical specifications and product profiles)
- Usage and Safety guidelines (product handling, management, and disposal)
- Quality Assurance records (quality checks conducted, approvals achieved, etc)

**5. 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? (Yes/No)**

Bluejet Healthcare operates in the B2B space and does not conduct consumer satisfaction surveys. However, as part of client engagement process, prospective clients carry out detailed site visits and audits prior to awarding business. The feedback received during these evaluations enables Bluejet Healthcare to enhance its systems and processes.