

August 23, 2025

Manager–CRD, BSE Ltd., Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai-400001	Equity	Scrip Code: 532705
		ISIN No.: INE199G01027

Listing Manager, National Stock Exchange of India Ltd., 'Exchange Plaza', Bandra Kurla Complex, Dalal Street, Bandra (E), Mumbai-400 051	Equity	Symbol: JAGRAN
		ISIN No.: INE199G01027

Dear Sir / Madam,

**Subject: Business Responsibility and Sustainability Report for the Financial Year 2024- 25**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, we are submitting herewith the Business Responsibility and Sustainability Report for the Financial Year 2024-25, which forms part of the Annual Report for the Financial Year 2024-25.

The aforesaid document is also available on the Company's corporate website at [www.jplcorp.in](http://www.jplcorp.in)

Kindly take the same in your records.

Thanking you

**Yours faithfully**  
**For Jagran Prakashan Limited**

**(Amit Jaiswal)**  
**Chief Financial Officer, Company Secretary and Compliance Officer**  
**ICSI Membership No.: F5863**

Encl.: As above



# Business Responsibility & Sustainability Report

## Section A: GENERAL DISCLOSURES

### I. Details of the Listed Entity

S. No.	Particulars	Response
1.	<b>Corporate Identity Number (CIN) of the Company</b>	L22219UP1975PLC004147
2.	<b>Name of the Company</b>	JAGRAN PRAKASHAN LIMITED
3.	<b>Year of incorporation</b>	1975
4.	<b>Registered office address</b>	Jagran Building, 2, Sarvodaya Nagar, Kanpur, Uttar Pradesh, India- 208005
5.	<b>Corporate address</b>	Jagran Building, 2, Sarvodaya Nagar, Kanpur, Uttar Pradesh, India- 208005
6.	<b>E-mail ID</b>	<a href="mailto:jpl@jagran.com">jpl@jagran.com</a>
7.	<b>Telephone</b>	0512-2216161
8.	<b>Website</b>	<a href="http://www.jplcorp.in">www.jplcorp.in</a>
9.	<b>Financial year for which reporting is being done</b>	2024-25
10.	<b>Name of the Stock Exchange(s) where shares are listed</b>	BSE Limited and National Stock Exchange of India Limited
11.	<b>Paid-up Capital</b>	₹4,353.09 Lakhs
12.	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	
	<b>Name</b>	Mr. Amit Jaiswal, Chief Financial Officer & Company Secretary
	<b>Telephone</b>	0512-2216161
	<b>Email</b>	<a href="mailto:investor@jagran.com">investor@jagran.com</a>
13.	<b>Reporting boundary</b>	Standalone
14.	<b>Name of assurance provider</b>	N.A.
15.	<b>Type of assurance obtained</b>	N.A.

### II. Products / services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
01.	Advertisement revenue	Sale of advertisement space in Hindi, Punjabi and Urdu language newspapers including digital advertisement	64.6%
02.	Newspaper and magazine	Sale of newspaper in Hindi, Punjabi and Urdu languages and sale of magazines and other publications	20.5%
03.	Outdoor advertising	Display of advertisement through hoarding, billboard, bus shelters, railway stations, LED panels/digital options, in-shop and out-shop branding, etc	8.6%
04.	Event management	Brand activation, event management, creative service public health program etc	4.3%
05.	Others	Printing job work and scrap sales	2.0%
	<b>Total</b>		<b>100%</b>

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
01.	Advertisement revenue	74300	60.1%
02.	Publishing of newspaper	58131	20.5%
03.	Outdoor advertising	74300	8.6%
04.	Digital advertisement revenue	51396	4.5%
05.	Event management	74130	4.3%
06.	Others	51396	2.0%
	<b>Total</b>		<b>100.0%</b>

### III. Operations

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

Location	Number of printing facilities	Number of offices	Total
National	32*	10**	42
International	-	-	-

\* For further details, please refer to the Report on Corporate Governance, forming part of the Annual Report.

\*\* Key business offices located across the country are considered.

#### 19. Markets served by the entity.

##### a. Number of locations

Location	Number
National (No. of States)	Pan-India
International (No. of Countries)	Digital division of Jagran Prakashan Limited operates websites which are accessible on a global level

##### b. What is the contribution of exports as a percentage of the total turnover of the entity?

Total Contribution of export as a percentage of the total turnover for Jagran Prakashan Limited is 1.26%.

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

###### (i) Business-to-Business (B2B):

The Company engages with a wide range of institutional clients under its B2B model, including corporate entities, educational institutions, government departments, non-governmental organizations (NGOs), and advertising agencies. These engagements span across services such as print advertising, digital campaigns, outdoor media, event management, promotional marketing, and brand activations, offering tailored solutions to meet diverse communication and outreach needs.

###### (ii) Business-to-Consumer (B2C):

Under the B2C model, Jagran Prakashan caters directly to individual consumers through its print publications—newspapers & magazines, and digital media platforms. This model facilitates direct content consumption, enhances reader engagement, and contributes significantly to brand loyalty and market presence.

### IV. Employee

#### 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)	4,137	3,935	95.11%	202	4.88%
2.	Other than permanent (E)	2,094	2,022	96.56%	72	3.43%
3.	<b>Total Employees (D+E)</b>	<b>6,231</b>	<b>5,957</b>	<b>95.60%</b>	<b>274</b>	<b>4.40%</b>
<b>Workers</b>						
4.	Permanent (F)	715	714	99.86%	1	0.14%
5.	Other than Permanent (G)	40	40	100%	0	0%
6.	<b>Total workers (F + G)</b>	<b>755</b>	<b>754</b>	<b>99.87%</b>	<b>1</b>	<b>0.13%</b>

##### b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Differently Abled Employees</b>						
1.	Permanent (D)	5	5	100%	0	0%
2.	Other than permanent (E)	2	2	100%	0	0%
3.	<b>Total differently abled employees (D+E)</b>	<b>7</b>	<b>7</b>	<b>100%</b>	<b>0</b>	<b>0%</b>
<b>Differently Abled Workers</b>						
1.	Permanent (F)	1	1	100%	0	0%
2.	Other than permanent (G)	0	0	0%	0	0%
3.	<b>Total differently abled workers (F + G)</b>	<b>1</b>	<b>1</b>	<b>100%</b>	<b>0</b>	<b>0%</b>



## 21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	18	3	16.6%
Key Management Personnel*	7	0	-

\*Includes Whole-time Directors, Chief Financial Officer and Company Secretary as defined under Section 203(1) of the Companies Act, 2013 as on March 31, 2025.

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

	FY 24-25 (Turnover rate in Current FY)			FY 23-24 (Turnover rate in previous FY)			FY 22-23 (Turnover rate in year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.53%	22.17%	12.04%	13.8%	17.1%	13.9%	12.1%	24.1%	12.7%
Permanent Workers	7.16%	0.00%	7.15%	8.0%	0.00%	8%	5.7%	0.0%	5.7%

## 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)
1.	Jagran Media Network Investment Private Limited	Holding	67.97%	No
2.	Midday Infomedia Limited	Subsidiary	100.00%	No
3.	Music Broadcast Limited	Subsidiary	74.05%	No
4.	Leet OOH Media Private Limited	Associate	48.84%	No
5.	X-Pert Publicity Private Limited	Associate	39.20%	No
6.	MMI Online Limited	Associate	44.92%	No

## VI. CSR Details

<b>24</b>	<b>(i) Whether CSR is applicable as per section 135 of Companies Act, 2013:</b>	<b>(Yes/No) - Yes</b>
	Turnover (in ₹Lakhs)	1,58,983.96 Lakhs
	Net worth (in ₹Lakhs)	1,70,272.75 Lakhs

## VII. Transparency and Disclosure Compliances

As a leading media conglomerate, the Company is committed to the highest ethical standards. Its Board-approved Code of Conduct and Ethics applies to all Directors and Senior Management. Policies on Human Resources and POSH ensure a safe, respectful workplace with clear grievance mechanisms.

The Supplier/Vendor Code promotes transparency and ethical practices. Certain business units follow their custom Codes of Conduct suited to their operations. Stakeholder-related policies are available on the Company's corporate website at <https://jplcorp.in/new/Reports.aspx?CID=14>, with additional policies accessible via the Company intranet.

**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) (If yes, then provide web-link for grievance redress policy)	FY 24-25 (Current Financial Year)			FY 23-24 (Previous Financial Year)		
		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
<b>Communities</b>	Yes, Community engagement is actively encouraged during CSR initiatives and awareness programs	NIL	NIL	N.A.	NIL	NIL	N.A.
<b>Investors (Other than shareholders) and Shareholder</b>	Yes, Shareholders can submit complaints, grievances, or concerns directly to the Company or through its Registrar and Share Transfer Agent, KFin Technologies Limited. Other investors may also reach out to either party for assistance. Contact details are available on the Company's corporate website: <a href="https://jplcorp.in/new/Pages.aspx?PID=21">https://jplcorp.in/new/Pages.aspx?PID=21</a>	73	NIL	All complaints were duly resolved. For further details, refer Report on Corporate Governance	22	NIL	All complaints were duly resolved. For further details, refer Report on Corporate Governance
<b>Employees and workers</b>	Yes, to ensure the protection of employees' and workers' rights, the Company has established a comprehensive grievance redressal framework. This is detailed in the POSH Policy, accessible via the Company's intranet, and further supported by the Vigil Mechanism/Whistle Blower Policy, which provides a secure and confidential channel for reporting concerns. The latter is publicly available at the Company's corporate website at <a href="https://jplcorp.in/new/Reports.aspx?CID=14">https://jplcorp.in/new/Reports.aspx?CID=14</a> .	NIL	NIL	N.A.	NIL	NIL	N.A.



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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 24-25 (Current Financial Year)			FY 23-24 (Previous Financial Year)		
		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
<b>Customers</b>	Yes, Customers of our printing business can share feedback via the Sales Feedback Form or contact designated Company officials using the details available at the Company's corporate website at <a href="https://jplcorp.in/new/Reports.aspx?CID=14">https://jplcorp.in/new/Reports.aspx?CID=14</a> . They may also reach out through contact information provided across the Company's digital platforms.	NIL	NIL	N.A.	NIL	NIL	N.A.
<b>Value chain partners</b>	Yes, Value Chain Partners may raise their complaints, grievances, or concerns directly with the respective departmental head within the Company. Furthermore, a dedicated email address is mentioned on the vendor purchase order to facilitate effective communication with the Company.	NIL	NIL	N.A.	NIL	NIL	N.A.

**26. Overview of the entity’s material responsible business conduct issues**

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Climate Change and Resilience	Risk & Opportunity	The operations and business of an organization can be directly affected by critical sustainability risks such as climate change, water security, plastic waste, supply chain disruptions, and sourcing challenges. Additionally, regulatory and market transition risks associated with the shift to a low-carbon economy are present. These risks include changing consumer preferences, increased product costs, and future government policies and regulations.	<ol style="list-style-type: none"> <li>JPL's primary consumption consists of large quantities of printing inks and paper. The goal is to improve bulk shipment and storage, aiming to reduce transportation impact and excessive packaging.</li> <li>The Company has started using 'Vio Green Plate Technology' (waterless chemistry) to conserve water, installed various water harvesting structures, star-rated energy-efficient air conditioners, solar panels at various locations and LED lights to save and conserve energy.</li> <li>The Company's objective is to reduce reliance on power supplied by the Electricity Board by transitioning to solar energy. Several units are already utilising solar power.</li> <li>JPL has installed energy-efficient fixtures at the majority of its printing presses and offices.</li> <li>The installation of a solar power plant at the Kanpur, Agra, Noida, Lucknow, Patna and Varanasi units ensures the use of renewable energy, thereby decreasing overall CO2 emissions.</li> </ol>	<p>Short Term: Negative                      Medium to Long Term: Positive</p> <p>Initiatives and endeavours aimed at mitigating climate change risks may result in additional costs in the short to medium term. However, these costs can be partially offset by long-term efficiency improvements. Moreover, these initiatives enhance business resilience and protect long-term value.</p>
2.	Waste Management	Opportunity	By embracing waste management as an opportunity, we can reduce costs, enhance sustainability, comply with regulations, drive innovation, and contribute to a more circular economy. This not only benefits a company's bottom line but also strengthens its reputation and position in the market.	<ol style="list-style-type: none"> <li>JPL is focused towards adapting 3R policy i.e., Reduce, Reuse &amp; Recycle on the waste generated, leaving lesser waste for disposal to third party vendors.</li> <li>The Company has a proper tracking mechanism for the waste generated and does not encourage in performing any hazardous activity in printing presses.</li> <li>The Company endeavours to deliver waste materials (which cannot be reused or recycled internally) to vendors who sell the waste to recyclers. JPL strives to reuse the wastepaper generated during production activities by converting it into writing pads and using it in paper packaging to reduce the quantity of waste delivered to vendors. Regarding production wastage, we do not recycle paper/newsprint as it is directly purchased from vendors, and the finished product is delivered to the end user.</li> </ol>	<p>Positive - Proper tracking and monitoring of waste generated along with source mapping reduces the total overall waste generated along with reducing the waste disposal cost.</p>



**26. Overview of the entity's material responsible business conduct issues (Contd.)**

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Water Management	Opportunity	Water is foreseen as an opportunity at Jagran as majority of the water is consumed for domestic usage and minimal amount in process of printing.	<ol style="list-style-type: none"> <li>1. JPL has installed Effluent Treatment Plants at all printing presses where industrial effluents are treated and then discharged.</li> <li>2. The Company started using 'Vio Green Plate Technology' (waterless chemistry) to save water.</li> <li>3. We have installed various water harvesting structures to conserve water.</li> </ol>	Positive - Use of ETP helps in use of the treated water into domestic processes like gardening and toilet flushing
4.	Human Capital Development	Opportunity	The success of the Company's operations relies on the ongoing dedication, skills, and expertise of its corporate and divisional executive teams, as well as other highly qualified employees who possess extensive knowledge in business, technology, and operations. The market for skilled professionals is highly competitive, and while there may be challenges, the Company remains committed to attracting, retaining, and developing top talent and is confident in its ability to manage workforce transitions efficiently and cost-effectively.	<ol style="list-style-type: none"> <li>1. Investing in training and development programs.</li> <li>2. Offering opportunities for growth and development demonstrates our commitment to our employee's professional growth.</li> <li>3. Building a robust talent pipeline across responsibility levels through requisite quality in key roles.</li> <li>4. Maintaining fair wages basis performance/appraisal or industry standard &amp; applicable code.</li> <li>5. The Company maintains an employee friendly work environment</li> </ol>	Positive - Human Capital Development can improve the skills and knowledge of employees. This can lead to increased productivity, improved product quality, and operational efficiency within the Company.
5.	Occupational Health & Safety	Risk	Providing comprehensive training on safety procedures, compliance regulations, and ethical practices fosters a secure work environment, reduces accidents, ensures adherence to regulatory requirements, and safeguards the Company against legal and reputational risks	<ol style="list-style-type: none"> <li>1. The Company has established an On-site Emergency Control Plan, encompassing bi-annual mock drills involving government authorities and neighbouring large industries. Additionally, regular safety training sessions are conducted, and all employees at the manufacturing plants are equipped with necessary safety gear.</li> <li>2. For further details, refer Question No. 10 of Principle 3.</li> </ol>	Negative - non-adherence to the health and safety protocols can impact on the health and wellbeing of employees of the Company.
6.	Corporate Governance & Ethics	Risk	Adverse financial and reputational risks may arise due to unethical business conduct and non-compliance to regulatory requirements	<ol style="list-style-type: none"> <li>1. JPL has a strong governance mechanism so as to comply with all the regulatory requirements from local and national regulatory authorities.</li> <li>2. Mechanism in place to avoid workforce discrimination, sexual harassment and provide free &amp; fair working environment for employees.</li> <li>3. Development of Code of Conduct and whistle blower policy for its employees and vendors.</li> </ol>	Negative - Ethical business practices and compliance to regulatory requirements will prevent non-compliance and potential regulatory fines from the government.
7.	Innovation Technology	Opportunity	Innovation and technology are an integral part of business as it creates an opportunity for JPL to expand its business in different directions. Innovation and R&D can contribute to bringing up new processes and technologies in printing process.	<ol style="list-style-type: none"> <li>1. JPL has identified various opportunities to expands its business within printing industry using innovation and R&amp;D.</li> <li>2. There are various projects JPL has undertaken in collaboration with external stakeholders to improve the efficiency of existing process and to establish a new product market in printing industry.</li> </ol>	Positive - Innovation and R&D will lead to financial benefits to the Company by optimizing the existing printing process.

26. Overview of the entity's material responsible business conduct issues (Contd.)

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8.	Transparency & Reporting	Risks	Failure in regulatory reporting and disclosures will lead to lack of transparency to the internal as well as external stakeholders and will spoil the reputation of the Company and also leads to loss of trust reposed by its Investors and consumers.	JPL ensures timely regulatory reporting and disclosure of all the necessary details to its internal and external stakeholders through the stock exchanges, MCA Portal and the Company's corporate website.	Positive -Timely reporting and transparency will keep the trust reposed by investors and consumers along with the government authorities in the Company, which will lead to a positive financial impact as it avoids any potential regulatory fine.
9.	Consumer Relationship Management	Risks	Consumer relationship management is vital for JPL business where the Company takes feedback from consumers to improve the product quality sold by the Company. Improper consumer feedback management may lead to a decline in JPL's business and can affect the reputation of the Company.	JPL has a dedicated mechanism to collect consumer feedback and work on it to improve the Company's products and services	Positive - The dedicated help line mechanism/ channel for collecting feedback from the consumers will increase consumer's trust in the Company's product and services which in turn provides financial benefits to the Company.
10.	Community Engagement Opportunity	Opportunity	Corporate Social Responsibility is an opportunity to the Company as it provides a competitive advantage for the business to engage community through its various workshops and initiatives.	<ol style="list-style-type: none"> <li>The Company undertakes several voluntary awareness campaigns for overall development of the community in field of environment conservation, women empowerment, poverty eradication, managing population, water conservation, educated society and healthy society.</li> <li>As part of our CSR activities, we focus on areas such as promoting education and healthcare, among others. We aim to make a positive and lasting impact on the lives of individuals and the overall well-being of the communities we serve</li> </ol>	Positive - Such community development initiatives create an opportunity for JPL to attract a broader customer base, and as a result contribute to the country's progress by contributing to the development of the community at large
11.	Responsible Supply Chain Management	Opportunity	Responsible supply chain management is an opportunity where JPL can optimize its supply chain to be more environment friendly	<ol style="list-style-type: none"> <li>The Company has a documented Supplier / Vendor Code of Conduct applicable to suppliers and follows zero tolerance on any acts of violation or misconduct by such agencies during their dealings with the Company and or with any of its employees.</li> <li>JPL encourages suppliers to provide an inclusive and supportive working environment and to exercise diversity when it comes to their employees as well as in their decisions to select subcontractors. JPL also expects its vendors to comply with all extant laws.</li> </ol>	Positive - Initiatives on responsible supply chain management provides a competitive edge to the Company which builds trust in its consumers and other stakeholders, hence increasing the revenue of the Company.



**26. Overview of the entity's material responsible business conduct issues (Contd.)**

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
12.	Diversity Inclusion & Equity	Opportunity	Diversity is a vital part of business as it provides more employment opportunities to employees and instils a healthy work environment.	<ol style="list-style-type: none"> <li>We provide a safe, fair and discrimination free work environment and through a culture of meritocracy, we empower employees to realise their professional potential.</li> <li>The Company adheres to highest level of ethical practices as articulated by its Code of Conduct and vehemently opposes any violation or misconduct and has zero tolerance towards discrimination on the basis of ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation etc.</li> <li>The Company values contribution of each stakeholder and provides thriving work environment to employees to work together and succeed.</li> </ol>	Positive - Increase in diversity will help increase the trust of internal and external stakeholders in the Company which will benefit the business and provides financial stability.

**Section B: Management and Process Disclosures**

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

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and Management System</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Our key policies are publicly available at <a href="https://jplcorp.in/new/Reports.aspx?CID=14">https://jplcorp.in/new/Reports.aspx?CID=14</a> , while others are hosted on the Company's intranet and accessible to relevant stakeholders.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes, the Company has translated the policies and incorporated the nine principles into its processes and procedures, as applicable.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	The Company's documented Supplier's / Vendor's Code of Conduct largely covers the mentioned principles, and the Company expects its suppliers/vendors to follow the same.								
4. Provide the names of national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company's printing facility and registered office, situated in Kanpur, are ISO 9001:2015 certified.								

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and Management System</b>									
<p>5. <b>Specific commitments, goals and targets set by the entity with defined timelines, if any</b></p>	<p>Through its newspapers, the Company aims to cultivate awareness of vital social values, guided by its core editorial philosophy known as the ‘Saat Sarokaar’—seven foundational principles that underscore its dedication to meaningful societal transformation and align with broader national development objectives. These guiding principles include:</p> <ul style="list-style-type: none"> <li>• <b>Poverty Eradication:</b> End poverty in all its form everywhere. End hunger, food security, improve nutrition and promote sustainable agriculture.</li> <li>• <b>Healthy Society:</b> Ensure Healthy lives and promote well-being for all.</li> <li>• <b>Educated Society:</b> Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</li> <li>• <b>Women Empowerment:</b> Achieve gender equality and empower all women and girls.</li> <li>• <b>Environment Conservation:</b> Take urgent action to combat climate change and its impacts. Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss. Ensure access to affordable, reliable, sustainable and modern energy for all.</li> <li>• <b>Water Conservation:</b> Ensure access to clean drinking water and sanitation for all.</li> <li>• <b>Population Management:</b> Promote inclusive and sustainable economic growth, employment and decent work for all.</li> </ul> <p>In alignment with these principles, the Company has established a comprehensive ESG roadmap underpinned by a strong governance framework. This approach enables the integration of environmental, social, and governance priorities into its core business strategy, reinforcing its commitment to sustainable growth and responsible decision-making.</p>								
<p>6. <b>Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.</b></p>	<p>As a leading media organization, JPL acknowledges its responsibility towards its readers and the broader citizenry. The Company actively leverages its wide-reaching presence across both urban and rural demographics to raise awareness about key national issues and societal concerns. Guided by its core editorial philosophy, the 'Saat Sarokaar', JPL consistently delivers content aimed at enriching and empowering its readership.</p> <p>JPL engages diverse reader groups through focused content—daily health and wellness columns, youth supplements on job opportunities, and dedicated sections for women. These are supported by large-scale community engagement programs that mobilize citizens across regions and drive real on-ground impact. Details are covered in other sections of this report.</p> <p>To address environmental challenges, especially climate change, JPL has implemented several measures to boost process and energy efficiency. These include adopting Vio-Green Plate Technology (a waterless printing method), installing rainwater harvesting systems, solar panels, energy-efficient air conditioners, LED lighting, ETPs across printing presses, and introducing electric vehicles to reduce fuel use.</p> <p>Through its editorial work, JPL also fosters environmental awareness and encourages public participation in sustainability efforts. For further details, refer to Leadership Question 6 under Principle 8..</p>								



Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
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**Policy and Management System**

**Governance, leadership and oversight**

7.	<p><b>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)</b></p> <p>Sustainability is a core value embedded in the Company's operations. Since inception, we have remained committed to improving our internal processes through targeted energy conservation efforts, environmental initiatives, and strict adherence to safety and compliance protocols.</p> <p>We strive to cultivate a work environment that is equitable, transparent, and collaborative. Continuous investment in employee training and upskilling ensures that our workforce stays aligned with evolving industry trends and practices.</p> <p>Our approach to community engagement is guided by the 'Saat Sarokaar'—a framework of seven principles that reflect our broader vision for inclusive and sustainable development. These principles cover Poverty Eradication, the establishment of a Healthy Society, the advancement of Education, Women's Empowerment, Environmental Conservation, Water Conservation and Population Management.</p>	
8.	<p><b>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b></p>	Mr. Sandeep Gupta, Whole-time Director
9.	<p><b>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.</b></p>	The Company's business responsibility and sustainability performance is reviewed by the Board annually. Further, the Board has identified Mr. Sandeep Gupta, Whole-time Director of the Company to oversee the ESG framework of the Company.

**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								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Performance against above policies and follow up action</b>	These policies have been approved by the Board or relevant functional heads and are reviewed periodically, either in line with statutory requirements or as deemed necessary.								
<b>Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances</b>	<p>The Company ensures full compliance with all applicable laws and regulations. In partnership with a globally recognized professional agency, it has implemented an electronic compliance tool to monitor and improve legal adherence. This tool is regularly updated to reflect changes in legislation, thereby strengthening compliance across all levels under the supervision of the Compliance Officer.</p> <p>Additionally, in accordance with the provisions of Section 138 of the Companies Act, 2013, and rules made thereunder, the Company's Internal Auditors conduct periodic reviews of operations and present their findings to the Audit Committee on a semi-annual basis.</p>								
<b>Frequency of NGRBCs review (Annually/ Half yearly/ Quarterly/ Any other – please specify)</b>	The consulting agency provides semi-annual updates to the Board on the Company's established ESG (Environmental, Social, and Governance) framework, as well as on the progress the Company is making toward achieving its ESG objectives.								

<b>11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.</b>	<b>P 1</b>	<b>P 2</b>	<b>P 3</b>	<b>P 4</b>	<b>P 5</b>	<b>P 6</b>	<b>P 7</b>	<b>P 8</b>	<b>P 9</b>
	Policies, once approved by the Board or relevant functional heads, undergo periodic reviews driven by statutory requirements or evolving operational needs.								

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

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

Not applicable since the policies and procedures of the Company cover all principles of NGRBCs

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

**PRINCIPLE 1 :**

**Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**

**Essential Indicators**

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

Segment	Total Number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	During the reporting year, the Company conducted an orientation and familiarization programme for its Board of Directors and Key Managerial Personnel (KMPs). The session focused on key updates emerging trends in ESG and the SEBI BRSR mandate. Full details of the programme are available on the Company’s website: <a href="https://jplcorp.in/new/Reports.aspx?CID=26">https://jplcorp.in/new/Reports.aspx?CID=26</a>	100%
Key Managerial Personnel		The Company’s Statutory Auditors also provide a presentation to the Audit Committee, highlighting the latest legal updates.	
Employees other than BoD and KMPs	681	During the year, the Company conducted a series of training programs aimed at enhancing employee safety, operational efficiency, and digital proficiency. These included CPR and emergency response training, fire safety sessions, and mock drills to ensure preparedness. Employees were also trained on file management and how to add personnel via official email, along with guidance on scheduling meetings through JConnect. Technical sessions covered ink mileage and density optimization, while compliance-related training.	11%
Workers	106	Additionally, all employees were introduced to internal platforms such as JApps and JConnect and participated in a POSH awareness session followed by a mandatory test to reinforce understanding of the Company’s commitment to a safe and respectful workplace.	14%

**Note:**

Regular training sessions are being conducted at both office and plant locations. These sessions include both individual and group-based training programs.

The tracking and record maintenance of employee attendance in trainings was not fully recorded in the database.



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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine Settlement Compounding fee Settlement Compounding fee	No penalties have been imposed on the entity, Directors or the KMPs.				
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment Punishment	No penalties have been imposed on the entity, Directors or the KMPs.				

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

S. No.	Case Detail	Name of the regulatory/ enforcement agencies/ judicial institutions
1.	N.A.	N.A.

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.

**Policy available (Yes/No) - Yes**

The Company is firmly committed to upholding the highest standards of ethics and integrity, guided by an informed and independent Board and Senior Management. These core values have been integral to the Company's culture since its inception and continue to shape its governance practices. A Board-approved Code of Conduct and Ethics is in place and applicable to all Directors and Senior Management Personnel. In addition, Certain business units follow tailored their custom Codes of Conduct suited to their operations.

The Company also adheres to a documented Editorial Code, which emphasizes independent, fair, and unbiased reporting. To further reinforce ethical conduct, a robust Vigil Mechanism/Whistleblower Policy is in place, providing a secure channel for reporting concerns by employees. In line with responsible business practices, the Company has instituted a Supplier/ Vendor Code of Conduct, which mandates zero tolerance towards bribery or corruption in any form during interactions with the Company or its representatives. Several of these codes and policies are publicly available at <https://jplcorp.in/new/Reports.aspx?CID=14>, while other policies are accessible to relevant stakeholders through the Company's intranet.

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

Category	FY (2024-25) (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Director	NIL	NIL
KMPs		
Employees		
Workers		

6. Details of complaints with regard to conflict of interest

Category	FY (2024-25) (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	N.A.	0	N.A.
Numbers of Complaints received in relation to issues of Conflict of Interest of the KMPs	0	N.A.	0	N.A.

**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 case of corruption and conflicts of interest.**

N.A.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	57 Days	73 Days

**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 Current Year	FY 2023 - 24 Previous Year
Concentration of Purchases	a. Purchase from trading houses as % of total purchases*	13.36%	19.16%
	b. Number of trading houses where purchases are made from	3	3
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	100%	100.00%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	63.74%	63.73%**
	b. Number of dealers / distributors to whom sales are made	9,665	8,025
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	21.57%	14.28%
Share of RPTs in	a. Purchases (purchases with related parties / Total Purchases)	1.45%	1.85%
	b. Sales (Sales to related parties / Total Sales)	0.10%	0.43%
	c. Loans and advances (Loans and advances given to related parties / Total loans and advances)	5.25%	35.48%
	d. Investments (Investments in related parties / Total Investments made)	28.18%	30.57%

\*Trading houses includes the suppliers out of India for importing raw materials.

\*\* Revised figure based on updated calculation methodology.

**Leadership Indicators**

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

Total number of awareness programmed held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programs
---	--	--

The Company's value chain partners are provided access to its documented Supplier/Vendor Code of Conduct. JPL maintains a zero-tolerance policy towards any violations or misconduct by suppliers or vendors in their interactions with the Company or its employees.

Suppliers are encouraged to foster an inclusive and supportive workplace, promoting diversity both within their workforce and in their selection of subcontractors. Additionally, the Company expects all vendors to operate in full compliance with applicable laws and regulations.

**2. Does the entity have processes in place to avoid / manage conflict of interests involving members of Board? If Yes, provide details of the same have process:**

The Company has instituted robust processes to identify, prevent, and manage conflicts of interest involving members of the Board. A Board-approved Code of Conduct and Ethics is applicable to all Directors and Senior Management Personnel. Each year, they are required to affirm compliance with the Code, confirming that no instances of non-compliance have occurred.

As mandated by the provisions of Section 184 of the Companies Act, 2013, Directors submit disclosures of their interests using Form MBP-1, which are acknowledged by the Board at its first meeting each financial year. In line with the provisions of the Companies Act, 2013, relevant rules made thereunder and schedules thereto, and the provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended), Directors abstain from participating in discussions on matters in which they hold an interest during Board and Committee meetings.



**2. Does the entity have processes in place to avoid / manage conflict of interests involving members of Board? If Yes, provide details of the same have process: (Contd.)**

The Audit Committee of the Board comprises solely independent directors, and the majority of members in nearly all other committees formed by the Board are independent directors, ensuring transparency and accountability. Additionally, the Company has adopted a Related Party Transaction Policy to ensure appropriate review, approval, and disclosure of transactions with related parties.

Both the Code of Conduct and the Related Party Transaction Policy are publicly accessible at the corporate website of the Company at <https://jplcorp.in/new/Reports.aspx?CID=14>.

**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.**

Details of improvements in environmental and social impacts	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>R&amp;D</b>	The raw materials used in newspaper production are sourced externally through third-party vendors, and as such, there is no direct investment in in-house research and development (R&D) for this aspect. However, we maintain ongoing engagement with our vendors to remain updated on emerging technologies and environmental considerations in the newsprint sector. These collaborative exchanges involve minimal costs.	The raw materials required for newspaper production are procured externally from vendors, which means there is no direct investment in research and development (R&D) in this area. Nonetheless, we engage in regular discussions with our vendors to stay informed about the latest technological advancements and environmental issues related to newsprint. The costs associated with these discussions are negligible.
<b>Capex</b>	JPL has undertaken a range of sustainability initiatives across its operations, focusing on energy efficiency, emissions reduction, and water conservation. In the reporting year, 5.90% of the Company's total capital expenditure (CAPEX) was directed towards the installation of solar panels and procurement of electric vehicles, aimed at reducing its carbon footprint. These investments align with our broader commitment to combating climate change through enhanced process efficiency and energy-saving measures. To conserve water, the Company has implemented innovative solutions such as 'Vio-Green Plate Technology,' a waterless chemistry process. Additional measures include the installation of water harvesting structures, energy-efficient star-rated air conditioners, solar panels across various facilities, and LED lighting systems to reduce energy consumption. Resource optimization is further supported through stringent operational controls and the establishment of waste norms for each plant. Waste generation is monitored closely to ensure plant-specific thresholds are maintained. Furthermore, Effluent Treatment Plants (ETPs) have been set up to treat and reuse wastewater for non-potable applications like gardening, cleaning, and toilet flushing. While JPL does not engage in recycling activities directly, all recyclable waste is routed through authorized vendors who sell it to recycling partners.	JPL has implemented several initiatives across its operations in areas such as energy efficiency, emissions management, and water conservation. The Company has allocated 2.40% of its total capital expenditures (CAPEX) to the installation of solar panels and effluent treatment plants (ETPs) in the reporting year. These investments are part of our efforts to address climate change by enhancing process efficiency and pursuing energy-saving measures. For example, the Company has adopted 'Vio-Green Plate Technology,' a waterless chemistry approach, to conserve water. We have also installed water harvesting structures, energy-efficient air conditioners with star ratings, solar panels at various plants and LED lighting to reduce energy consumption. To make the most of our limited resources, we have implemented operational controls to minimize waste and established waste norms for each plant. We closely monitor plant-specific waste levels to ensure they remain within acceptable limits. Additionally, we have established ETPs to treat and reuse wastewater for non-potable purposes, such as gardening, cleaning, and toilet flushing. While the Company ensures that other waste materials are delivered to vendors who sell the waste to recyclers, we do not engage in recycling ourselves.

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

Yes

**B. If yes, what percentage of inputs were sourced sustainably?**

- A) As part of our sustainable sourcing initiative, we evaluate vendors across environmental, social, and ethical parameters. We have a well-defined Supplier Code of Conduct, which all vendors are expected to adhere to. These sustainability criteria are integrated into our vendor selection and onboarding processes as an added layer of oversight. Additionally, local sourcing is prioritized as a key factor in our supplier evaluation framework.
- B) The Company is committed to sustainable sourcing and has achieved 100% procurement of key inputs such as low penetration inks and vio-green plates. These materials are selected for their reduced environmental impact, aligning with our broader sustainability goals.

**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**

	Process Description
(a) Plastics (including packaging)	Due to the nature of its operations, the Company has limited avenues to integrate recycled materials into its production processes, with paper being the primary exception. Since paper and newsprint are directly sourced from vendors and supplied as finished products to end users, internal recycling of these materials is not applicable. Newsprint is procured both domestically and through imports, with Indian manufacturers contributing 70.67% of the total supply most of which consists of recycled content. In the reporting year, the Company generated a minimal volume of e-waste, which was responsibly disposed of through a certified and government-authorized third-party e-waste handler.
(b) E-waste	
(c) Hazardous waste	
(d) other waste	

**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.**

N.A.

**Leadership Indicators**

**1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

The Company has not conducted Life Cycle Assessments (LCAs) for its products and services.

**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.**

The Company is primarily engaged in the printing and publishing of newspapers and magazines. At this stage, Life Cycle Assessment (LCA) of these business activities has not been identified as a material issue. The associated environmental and social impacts will be assessed once an LCA of the Company's products is undertaken.

**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).**

As outlined in other sections of this report, the Company is committed to responsible waste management. Waste materials that cannot be reused or recycled internally are handed over to authorized vendors, who, in turn, supply them to recyclers. JPL actively seeks to minimize waste generation by repurposing wastepaper generated during production processes into writing pads and paper-based packaging materials, thereby reducing the volume of waste sent to external vendors.

In terms of production waste, the Company does not recycle paper or newsprint, as these materials are directly procured from suppliers and converted into finished products for end users. Newsprint is sourced both domestically and through imports, with a larger share procured from Indian manufacturers. This domestically sourced newsprint largely comprises recycled content.



As part of its broader waste management practices, JPL has also recycled 1.77 MT of e-waste during the year, reinforcing its commitment to sustainable and responsible disposal of electronic waste.

Indicate Input Material	Recycled or re-used input material to total material	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Newsprint	70.67% of the total newsprint purchased was 100% recycled newsprint	51.16% of the total newsprint purchased was 100% recycled newsprint

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

Please refer to response given in question 3 of Principle 2.

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

Please refer to response given in question 3 of Principle 2.

**PRINCIPLE 3 :**

**Businesses should respect and promote the well-being of all employees, including those in their value chains**

**Essential Indicators**

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

Category	Total (A)	% of employees covered by									
		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	3,935	354	8.9%	1,119	28.4%	N.A.	N.A.	3,935	100%	N.A.	N.A.
Female	202	31	15.3%	73	36.1%	202	100%	N.A.	N.A.	N.A.	N.A.
<b>Total</b>	<b>4,137</b>	<b>385</b>	<b>9.3%</b>	<b>1,192</b>	<b>28.8%</b>	<b>202</b>	<b>100%</b>	<b>3,935</b>	<b>100%</b>	<b>N.A.</b>	<b>N.A.</b>
<b>Other than Permanent Employees</b>											
Male	2,022	73	3.6%	551	27.3%	N.A.	N.A.	2,022	100%	N.A.	N.A.
Female	72	6	8.3%	28	38.9%	72	100%	N.A.	N.A.	N.A.	N.A.
<b>Total</b>	<b>2,094</b>	<b>79</b>	<b>3.7%</b>	<b>579</b>	<b>27.6%</b>	<b>72</b>	<b>100%</b>	<b>2,022</b>	<b>100%</b>	<b>N.A.</b>	<b>N.A.</b>

**Note:** 1- The Company has provided a daycare facility to its employees at some offices. However, employees have not yet availed of the daycare facility.

2- In FY 2024–25, JPL has provided a bifurcation of employee coverage under health and accidental insurance schemes based on the number of employees who have voluntarily opted for these benefits.

**b. Details of measures for the well-being of Workers:**

Category	Total (A)	% of Workers covered by									
		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	714	65	9.1%	269	37.6%	N.A.	N.A.	714	100%	N.A.	N.A.
Female	1	0	0%	1	100%	1	100%	NA	NA	N.A.	N.A.
<b>Total</b>	<b>715</b>	<b>65</b>	<b>9.1%</b>	<b>270</b>	<b>37.7%</b>	<b>1</b>	<b>100%</b>	<b>714</b>	<b>100%</b>	<b>N.A.</b>	<b>N.A.</b>
<b>Other than Permanent Workers</b>											
Male	40	0	0%	2	5%	N.A.	N.A.	40	100%	N.A.	N.A.
Female	0	0	0%	0	0%	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
<b>Total</b>	<b>40</b>	<b>0</b>	<b>0%</b>	<b>2</b>	<b>5%</b>	<b>N.A.</b>	<b>N.A.</b>	<b>40</b>	<b>100%</b>	<b>N.A.</b>	<b>N.A.</b>

**Note:** 1- The Company has provided a daycare facility to its workers at some offices. However, workers have not yet availed of the daycare facility.

2- In FY 2024–25, JPL has provided a bifurcation of employee coverage under health and accidental insurance schemes based on the number of employees who have voluntarily opted for these benefits.

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

	<b>FY 2024-25 (Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
Cost incurred on well-being measures as a % of total revenue of the Company	0.16%	0.13%

**2. Details of retirement benefits, for Current Financial Year and Previous Financial Year.**

Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	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	100%	100%	Y	100%	100%	Y
ESI*	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
Others – please specify	-	-	-	-	-	-

\*Applicable for employees and workers who are covered under the applicable provisions of Employee State Insurance Act, 1948

**3. Accessibility of workplaces: Are the premises / offices of the entity accessible to differently abled employees and workers? (Yes/No) If not, whether any steps are being taken by the entity in this regard.**

The Company is committed to fostering an inclusive work environment and has ensured that the majority of its offices and buildings are accessible to individuals with disabilities, in compliance with the Rights of Persons with Disabilities Act, 2016. To further support ease of access, designated workspaces for differently-abled employees and workers are located on the ground floor and equipped with suitable entry and exit provisions.

**4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016 (Yes / No). If so, provide a web- link to the policy.**

The Jagran family is built on a foundation of talented and driven professionals whose dedication plays a vital role in advancing the Company's vision and success. Recognizing that its performance, work quality, and brand reputation are closely tied to employee commitment, the Company fosters a workplace that is safe, fair, and free from discrimination.

Upholding the highest standards of ethics, the Company follows a well-defined Code of Conduct and implements robust Human Resource and Prevention of Sexual Harassment (POSH) policies. These initiatives support an inclusive and respectful work environment where all employees can collaborate, grow, and thrive. The Code of Conduct is publicly accessible at <https://jplcorp.in/new/Reports.aspx?CID=14>, while the POSH Policy is available to employees via the Company's intranet.

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	92%	100%	100%
Female	100%	67%	N.A.	N.A.
<b>Total</b>	<b>100%</b>	<b>93%</b>	<b>100%</b>	<b>100%</b>



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

Category	(If Yes, then give details of the mechanism in brief)
Permanent Workers	<p>At JPL, we are committed to fostering a safe, inclusive, and supportive work environment for all employees and workers. To uphold this commitment, the Company has implemented a Vigil Mechanism/Whistleblower Policy that enables Directors and employees to report genuine concerns or grievances. The policy outlines a clear procedure for raising such concerns and ensures adequate safeguards against victimization for those who come forward.</p> <p>The mechanism also allows for direct access to the Chairperson of the Audit Committee. In instances where complaints are found to be frivolous or made with malicious intent, the Chairperson is empowered to take appropriate disciplinary action, including issuing a reprimand.</p> <p>In addition, the Company has adopted comprehensive Human Resource policies, including a Prevention of Sexual Harassment (POSH) Policy, which promotes a respectful, harassment-free workplace and provides structured mechanisms for grievance redressal and conflict resolution.</p> <p>All grievance redressal mechanisms under these policies are accessible to both permanent and non-permanent employees and workers.</p>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Not Applicable since no employees are part of any association/ union.

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

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	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	5,957	82	1.3%	401	6.7%	5,827	24	0.41%	305	5.2%
Female	274	12	4.4%	9	3.28%	260	56	22%	8	3.08%
<b>Total</b>	<b>6,231</b>	<b>94</b>	<b>1.5%</b>	<b>410</b>	<b>6.6%</b>	<b>6,087</b>	<b>80</b>	<b>1.3%</b>	<b>313</b>	<b>5.1%</b>
<b>Workers</b>										
Male	754	The Company acknowledges the significance of continuous training to improve workplace safety and strengthen workers' skillsets. While training sessions for workers are currently not tracked, the Company is evaluating options to implement a system for monitoring and recording this data going forward.								
Female	1									
<b>Total</b>	<b>755</b>									

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	% (D/C)
<b>Employees*</b>						
Male	5,957	3,325	55.8%	5,827	3,379	58.0%
Female	274	155	56.5%	260	149	57.3%
<b>Total</b>	<b>6,231</b>	<b>3,480</b>	<b>55.8%</b>	<b>6,087</b>	<b>3,528</b>	<b>58.0%</b>
<b>Workers*</b>						
Male	754	649	86.0%	747	643	86.1%
Female	1	1	100.0%	1	1	100.0%
<b>Total</b>	<b>755</b>	<b>650</b>	<b>86.0%</b>	<b>748</b>	<b>644</b>	<b>86.1%</b>

\*Performance and career development reviews are conducted for eligible employees and workers, excluding new hires who will be evaluated in the next cycle.

**10 Health and safety management system:**

<b>a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such system</b>	<p>Yes, the Company has constituted a dedicated Safety Committee under the Production Department, led by the Whole-time Director, Production. The Committee is responsible for conducting periodic safety training sessions and mock drills to ensure preparedness among employees.</p> <p>Our printing facility and registered office in Kanpur are ISO 9001:2015 certified, reflecting our commitment to maintaining high safety and quality standards. Fire extinguishers are routinely checked and maintained for readiness in case of emergencies. Most of our offices and printing centres are equipped with smoke detectors and fire alarm systems to ensure prompt detection and response.</p> <p>Employees are made aware of designated assembly points, and floor plans are prominently displayed at key locations across the premises. Well-stocked first-aid kits are also maintained and readily accessible to handle any medical emergencies.</p>
<b>b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</b>	<p>The Company actively undertakes hazard and risk identification and assessment as part of its safety management practices. Daily pre-operation checks and routine maintenance inspections are carried out on printing machinery to ensure safe functioning. Additionally, forklifts undergo scheduled maintenance at regular intervals in accordance with operational requirements.</p>
<b>c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes / No)</b>	<p>We have implemented robust systems to ensure the safety of our employees is never compromised. The Safety Committee convenes at least once a month to discuss and address issues related to risks and hazards. In addition, weekly meetings are held at each printing facility to tackle any safety concerns. On a broader level, monthly corporate meetings are conducted virtually to review and address safety and other operational concerns across the Company.</p>
<b>d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes / No)</b>	<p>Some of our units have implemented a Mediclaim policy for employees, and a few employees have voluntarily enrolled in additional medical policies specific to their respective units.</p>



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

Safety Incident/Number	Category*	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	1**
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill- health (excluding fatalities)	Employees	0	0
	Workers	0	0

\*Including in the contract workforce

\*\* Plant worker's finger got injured while operating printing machine, treated and fully recovered.

**12. Describe the measures taken by the entity to ensure a safe and healthy workplace.**

The Company acknowledges the importance of both mental and physical well-being for all employees and workers. We are dedicated to fostering a safe and healthy work environment across our premises. Monthly safety meetings are held to address potential risks and hazards, and employees undergo regular safety training to ensure compliance with safety regulations. To further promote safety awareness and prevent incidents, we observe Safety Week with the goal of maintaining a zero-accident record. For additional information, please refer to section 10(a) above.

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

Assessment Type	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	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 Health & Safety		NIL			NIL	

**14. Assessments for the year:**

Assessment Type	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	Internal teams periodically assess health and safety practices and working conditions across operations. However, comprehensive documentation of these assessments has not been maintained. The Company acknowledges the importance of systematic record-keeping and is committed to maintaining detailed records moving forward. Additionally, the Company is evaluating the inclusion of assessments conducted by statutory authorities or independent third parties at its plants to further strengthen its health and safety framework.
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.**

N.A.

**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)**

Yes, the Company provides support to families in the unfortunate event of an employee's death. JPL has implemented an Employee Deposit-Linked Insurance (EDLI) scheme, offering term insurance coverage to all permanent employees. In addition, benefits such as provident fund and gratuity are processed and disbursed promptly, in line with applicable legal provisions.

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

The Company ensures compliance with statutory deductions from employee salaries, including income tax, provident fund, Employee State Insurance Corporation (ESIC), and other applicable contributions as mandated by law. Additionally, value chain partners, including vendors, are encouraged to adhere to all relevant compliance requirements in accordance with their contractual agreements with the Company.

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

NIL

**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)**

Yes, the Company places strong emphasis on skill development and regularly facilitates training programs aimed at upskilling its workforce. In support of employees transitioning into retirement, the Company may offer roles such as consultants or reviewers—depending on their prior designation, experience, and skill set. Where deemed appropriate, an employee’s tenure may also be extended to continue benefiting from their expertise.

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

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
<b>Health and safety practices</b>	As part of our sustainable sourcing initiative, we evaluate vendors based on a range of criteria, including environmental, social, and ethical factors. The Company collaborates with trusted, reputable vendors and enforces a documented Supplier/Vendor Code of Conduct, which applies to all suppliers. We uphold a strict zero-tolerance policy towards any violations or misconduct by these agencies in their interactions with the Company or its employees. JPL encourages its suppliers to create an inclusive and supportive workplace and to prioritize diversity both within their workforce and in the selection of subcontractors. Furthermore, JPL expects all vendors to fully comply with applicable laws and regulations.
<b>Working Conditions</b>	

**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**

N.A.

**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.**

JPL has systematically identified its key internal and external stakeholders, prioritizing them based on their contributions to the Company’s value chain and their importance to the organization. The primary stakeholder groups include:

- Readers
- Society
- Distribution agencies
- Advertisers
- Vendors/Suppliers/Contractors of goods and services
- Employees/workers (including content producers, journalists)
- Community organizations/NGOs
- Government and regulatory authorities
- Investors/Banks

JPL’s brand is defined by the trust that our stakeholders place in us every day, whether they are the millions of readers, business partners, or the communities in which the Company operates.



**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)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Readers and Society	Yes- Children, Women and Senior Citizen	Newspapers/Websites/ Advertisements	Daily	<ul style="list-style-type: none"> <li>• Address reader queries and grievances promptly, while tailoring content to align with the specific interests and preferences of each regional market.</li> <li>• Provide regular updates on product launches and portfolio enhancements.</li> <li>• Share information on ongoing campaigns and awareness initiatives.</li> </ul>
Distribution agencies	No	Newspapers/Websites/ Advertisements/Emails	Daily	<ul style="list-style-type: none"> <li>• Efficient resolution of queries and redressal of grievances.</li> <li>• Performance evaluation of distributors to ensure alignment with business objectives.</li> <li>• Identification and resolution of non-compliance issues to uphold operational standards.</li> </ul>
Advertisers	No	Newspapers/Websites/ Advertisements/Emails	Daily	<ul style="list-style-type: none"> <li>• Address customer queries and grievances to gain insights into evolving market conditions and deliver innovative, market-relevant offerings.</li> <li>• Share timely updates on new product launches and enhancements to the existing portfolio.</li> </ul>
Vendors / Suppliers / Contractors of goods and services	No	Newspapers/Websites/ Advertisements/Emails	Daily	<ul style="list-style-type: none"> <li>• Timely resolution of queries and effective grievance redressal to maintain strong stakeholder relationships.</li> <li>• Evaluation of supplier performance to ensure quality, reliability, and compliance with contractual expectations.</li> <li>• Identification and resolution of non-compliance issues to uphold operational integrity.</li> <li>• Oversight of contract execution, including monitoring for breaches and managing the signing process.</li> </ul>

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

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)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees (including content producers, journalists)	No	Multiple channels – direct communication, intranet, emails, other digital means. Townhall – some divisions	Daily / As and when required basis nature of work assigned to the employee	<ul style="list-style-type: none"> <li>• Foster employee well-being through initiatives that inspire, engage, and motivate.</li> <li>• Enable feedback and grievance redressal mechanisms.</li> <li>• Drive individual performance and team productivity.</li> <li>• Foster diversity, inclusion, and equal opportunities.</li> <li>• Support career growth and professional development.</li> <li>• Provide Employee Assistance Programs (EAP).</li> <li>• Offer regular training and learning opportunities.</li> </ul>
Community organizations / NGOs	Yes- Children, Women and Senior Citizen	Newspapers/Websites/ Advertisements/Direct communication	Frequent and as may be required	<ul style="list-style-type: none"> <li>• Evaluation of CSR project effectiveness and grievance redressal mechanisms.</li> <li>• Health-focused campaigns, including initiatives on preventive care and sanitation awareness.</li> </ul>
Government and regulatory authorities	No	Written communications, Presentations, Industry associations, newspapers, websites, advertisements	Frequent and as may be required	<ul style="list-style-type: none"> <li>• Ensuring understanding and compliance with local governance requirements.</li> <li>• Seeking clarifications or regulatory relaxations where applicable.</li> <li>• Communicating operational challenges and offering constructive recommendations.</li> </ul>
Investors and banks.	No	Quarterly Results, Investor Presentations, Annual Report, General Meetings, Media Releases, Website, Newspaper Advertisements, Notice Board, Stock exchange communications, Emails	Frequent and as may be required	<ul style="list-style-type: none"> <li>• Address investor queries in a timely and transparent manner.</li> <li>• Present an overview of JPL's business performance, key strengths, and future strategic direction.</li> </ul>



## Leadership Indicators

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

The Company has constituted a Stakeholder Relationship Committee (SRC) of the Board to facilitate prompt resolution of grievances and concerns raised by stakeholders and investors. In addition, a Corporate Social Responsibility (CSR) Committee has been established to identify and oversee CSR initiatives aligned with the focus areas outlined in Schedule VII of the Companies Act, 2013 and rules made thereunder. A Risk Management Committee (RMC) is also in place to assess and monitor risks across operational areas. The Board of Directors reviews and approves policies governing risk management to reduce the impact of market volatility and safeguard the Company's financial performance. Each committee's key findings are regularly reported to the Board during their respective meetings.

The Company encourages its value chain partners to report any complaints or concerns directly to the appropriate departmental head. To enhance accessibility, a dedicated email ID is also included on vendor purchase orders for lodging grievances. Furthermore, all employees have direct and confidential access to the Chairperson of the Audit Committee through the Vigil Mechanism. This channel enables both Directors and employees to report violations of the Company's Code of Conduct—including insider trading, unethical behaviour, illegal activities, fraud, corruption, or the leak of unpublished price-sensitive information—without fear of retaliation.

### 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 inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

As highlighted in other sections of this report, JPL is committed to delivering meaningful and impactful content that aligns with the seven guiding principles of Saat Sarokaar. This commitment is reflected in diverse offerings such as a daily health and wellness column, a youth-focused supplement that highlights career and employment opportunities, and dedicated content tailored for women readers.

JPL goes beyond informative journalism by actively leveraging its wide-reaching platforms to drive initiatives that embody the spirit of *Saat Sarokaar*—initiatives designed to inspire civic participation and foster real change at the grassroots level.

As a trusted media house, JPL understands its duty to both inform and empower its audiences. To uphold this responsibility, all editorial content—across print and digital—is developed under a rigorous Editorial Code rooted in the values of *Saat Sarokaar*.

For instance, in cities like Delhi and Noida, the company regularly receives public concerns through WhatsApp from local residents and ensures these issues are taken up with the appropriate regulatory authorities for timely action. The Company also raises awareness through its campaigns and addresses societal grievances through its Punjab Potholes campaign, Cyber Fraud Awareness, Jagran Arpan, Jagran Sanskarshala and Hindi Hai Hum initiatives.

The *Punjab Potholes* campaign by Dainik Jagran raised awareness about poor road conditions through creative public engagement. Using symbolic visuals and community participation, over 30,000 citizens helped highlight the issue. With 425 images and 100 full-page reports published in 60 days, the initiative demonstrated the media's power to drive civic action and accountability.

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

The Company undertakes several initiatives to engage with disadvantaged, vulnerable, and marginalized sections of society. Information about CSR initiatives is provided under Principle 8. For additional details on CSR expenditure, readers may refer to the Board's Report, which is part of this Annual Report. These large-scale campaigns enable JPL to mobilize thousands of stakeholders and make a meaningful impact on the ground.

Her Zindagi, our bilingual women-centric web portal, aims to cover diverse aspects of femininity while also motivating and educating women. The Company promotes education and health through its independent arms/charitable trusts, which are supported by its promoters.

**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 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
<b>Permanent</b>	4,137	519	12.5%	4,068	915	22.5%
<b>Other than Permanent</b>	2,094	30	1.4%	2,019	64	3.1%
<b>Total Employees</b>	<b>6,231</b>	<b>549</b>	<b>8.8%</b>	<b>6,087</b>	<b>979</b>	<b>16.0%</b>
<b>Workers</b>						
<b>Permanent</b>	715	89	12.4%	712	129	18.1%
<b>Other than Permanent</b>	40	0	0.0%	36	0	0.0%
<b>Total Workers</b>	<b>755</b>	<b>89</b>	<b>11.8%</b>	<b>748</b>	<b>129</b>	<b>18.1%</b>

**Note:** The mechanism for tracking and recording employee training attendance is being strengthened.

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

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	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>	4,137									
Male	3,935	0	0%	3,935	100%	3,873	0	0%	3,873	100%
Female	202	0	0%	202	100%	195	0	0%	195	100%
<b>Other than Permanent</b>	2,094									
Male	2,022	0	0%	2,022	100%	1,954	0	0%	1,954	100%
Female	72	0	0%	72	100%	65	0	0%	65	100%
<b>Workers</b>										
<b>Permanent</b>	715									
Male	714	0	0%	714	100%	711	0	0%	711	100%
Female	1	0	0%	1	100%	1	0	0%	1	100%
<b>Other than Permanent</b>	40									
Male	40	0	0%	40	100%	36	0	0%	36	100%
Female	0	0	0%	0	NA	0	0	0%	0	100%



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

**a. Median remuneration / wages:**

Gender	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in ₹ lakhs)	Number	Median remuneration/ salary/ wages of respective category (in ₹ lakhs)
Board of Directors (BoD)	15	240.8	3	3.75 (Note 3)
Key Managerial Personnel	7	240.8	0	-
Employees* other than BoD and KMP	5,952	2.8	274	3.3
Workers	754	2.8	1	4.8

**Note:**

1. The Key Managerial Personnel (KMP) include the Whole-time Directors, Chief Financial Officer, and Company Secretary as defined under Section 203(1) of the Companies Act, 2013. Consequently, KMP encompasses six members of the Board of Directors.
2. The sitting fees for Non-Executive Directors (NED)/Independent Directors are not considered in the median remuneration calculation for the Board of Directors (BoD). Non-Executive Directors viz., Mr. Mahendra Mohan Gupta, Mr. Devendra Mohan Gupta, and Mr. Shailendra Mohan Gupta have foregone their sitting fees for the meetings.
3. This includes sitting fees payable to the Women Independent Directors of the Company.
4. Remuneration includes salary and perquisites but excludes contributions to the provident fund and its perquisites, gratuity, and encashment of leave, in accordance with the Company's rules

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females as % of total wages	5%	5%

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

Mr. Sandeep Gupta, Whole-time Director of the Company and head of BRSR, in collaboration with the executive directors, is jointly responsible for overseeing and addressing any human rights issues the business causes or contributes to.

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

The Jagran family is made up of skilled and motivated professionals who play a crucial role in the Company's vision and success. The Company acknowledges that its achievements, the quality of its work, and its brand reputation are driven by the dedication and expertise of its employees. In line with this, the Company is committed to creating a safe, equitable, and discrimination-free work environment.

The Company adheres to the highest ethical standards as outlined in its Code of Conduct and strongly opposes any form of misconduct or violation. It has a strict zero-tolerance policy for discrimination on any grounds, including ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work designation, and more. The Company appreciates the contributions of every stakeholder and fosters a collaborative and successful work environment.

The Company has comprehensive policies on Human Resources and the Prevention of Sexual Harassment (POSH), which promote a respectful and discrimination-free workplace. These policies establish clear mechanisms for addressing concerns and resolving disputes. The POSH policy covers instances of sexual harassment not only at the workplace but also at any location visited by the employee in the course of their employment, including employer-provided transportation.

To ensure compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, the Company has formed an Internal Complaints Committee (ICC). The POSH Policy is available on the Company's intranet, ensuring accessibility for all employees.

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

Complaint Type	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	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	-	0	0	-
Discrimination at Workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other Human rights related Issue	0	0	-	0	0	-

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees / workers	0%	0%
Complaints on POSH upheld	N.A.	N.A.

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

The Company has implemented Human Resources and Prevention of Sexual Harassment (POSH) policies that promote a free, fair, and discrimination-free environment for all employees. These policies establish clear channels for reporting concerns and resolving disputes, covering not only the workplace but also any locations visited by employees in relation to their work, including employer-provided transportation. They also ensure strict confidentiality in handling complaints.

In line with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, the Company has set up an Internal Complaints Committee (ICC) to address issues related to harassment.

The Company is dedicated to upholding ethical conduct across all its business activities and adheres to the highest corporate governance standards. A robust system is in place that enables Directors and Employees to report breaches of the Code of Conduct, unethical business practices, illegal activities, fraud, corruption, and the unauthorized disclosure of price-sensitive information without fear of retaliation. The system also guarantees protection from victimization for those who raise concerns.

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

Human rights considerations are an essential component of our business agreements and contracts, wherever applicable. JPL encourages its suppliers to foster an inclusive and supportive working environment, promoting diversity in both their employment practices and decisions regarding the selection of subcontractors. This expectation is outlined in our Supplier/ Vendor Code of Conduct. Additionally, JPL requires all vendors to comply with relevant laws and regulations.

**10. Assessments for the year:**

Topic	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
<b>Child Labour</b>	The Company recognizes that the success of its business, the quality of its work, and the perception of its brand depend on the ability and commitment of its employees. Human rights practices, such as the prevention of child labour and forced or involuntary labour, are carefully considered during the hiring process. The Company has policies related to Human Resources and the Prevention of Sexual Harassment (POSH), which promote a free, fair, and discrimination-free working environment for employees and provide mechanisms for raising concerns and resolving disputes. Although no statutory assessments were conducted, sample assessments by the Company's internal auditors were carried out, and no instances of non-compliance were reported.
<b>Forced Labour/Involuntary Labour</b>	
<b>Sexual Harassment</b>	
<b>Discrimination at workplace</b>	
<b>Wages</b>	
<b>Others – please specify</b>	

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

N.A.



## Leadership Indicators

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

N.A., as the Company has not received any grievance/complaint.

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

Please refer response to Question number 10 of Principle 5.

### 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?

Most of the Company's offices and buildings are accessible to differently abled employees and workers, in compliance with the Rights of Persons with Disabilities Act, 2016. Additionally, to accommodate their needs, visitor rooms are available on the ground floor and feature appropriate entrances and exits.

### 4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
<b>Sexual Harassment</b>	The Company has established a documented Supplier/Vendor Code of Conduct that applies to all suppliers, enforcing a zero-tolerance policy for any violations or misconduct in their interactions with the Company or its employees. JPL encourages suppliers to cultivate an inclusive and supportive working environment, promoting diversity within their workforce and in the selection of subcontractors. We are currently in the process of determining the assessment criteria for our value chain partners.
<b>Discrimination at workplace</b>	
<b>Child Labour</b>	
<b>Forced Labour/Involuntary Labour</b>	
<b>Wages</b>	
<b>Others – please specify</b>	

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

N.A.

## PRINCIPLE 6:

### Businesses should respect and make efforts to protect and restore the environment

#### Essential Indicators

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
From renewable sources (in Gigajoules)		
Total electricity consumption (A)	1,712.2(GJ)	588.8 (GJ)
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	1,712.2 (GJ)	588.8 (GJ)
From non-renewable sources (in Gigajoules)		
Total electricity consumption (D)	73,407.8 (GJ)	68,208.5 (GJ)
Total fuel consumption (E)	9,832.8 (GJ)	14,932.3 (GJ)
Energy consumption through other sources (F)		
Total energy consumed from non-renewable sources (D+E+F)	83,240.9 (GJ)	83,140.80 (GJ)
Total energy consumed (A+B+C+D+E+F)	84,952.8 (GJ)	83,729.60 (GJ)
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	53.66 (GJ per Crores)	51.03 (GJ per Crores)
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/ ₹ Crore)	1,108.01	1,143.15
Energy intensity in terms of physical output (MJ)/ total Production [MT]	1.05	1.01*
Energy intensity (optional) – the relevant metric may be selected by the entity	-	

\* Recalculated as per BRSR guidelines

**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.**

N.A.

**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.**

Have sites? (Yes/No) No

The Company does not have any sites or facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>*Water withdrawal by source (in kilometers)</b>		
(i) Surface water	-	-
(ii) Groundwater	20,010	26,486
(iii) Third party water	-	-
(ii) Groundwater	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	20,010	26,486
Total volume of water consumption (in kilolitres)	20,010	15,891
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations) (KL/ ₹ Crore)	12.64	9.68
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (KL/ ₹ Crore)	261.15	216.95
Water intensity in terms of physical output (KL)/ total Production [MT]	0.24	0.19*
Water intensity (optional) – the relevant metric may be selected by the entity		

\* Recalculated as per BRSR guidelines

**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.**

N.A.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>*Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	0	2,393.4
- With treatment – please specify level of treatment	0	8,201.2
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>0*</b>	<b>10,594.6</b>

\*Implemented Zero Liquid Discharge (ZLD) system at printing press locations.

**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.**

N.A.



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

We have installed Effluent Treatment Plants (ETPs)\* for treating the wastewater generated out of printing process and it is reused for gardening and fire hydrants leading to minimal discharge.

\*At printing press locations

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

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	Kg	883.48 <sup>[1]</sup>	1,850.6[1]
Sox	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants matter (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify. CO	Kg	76.99	161.2

<sup>[1]</sup> Air emissions from diesel generator (DG) sets at our printing presses are being tracked, although a formal calculation system is still in development. Currently, emissions are estimated based on assumptions aligned with Scope 1 emissions.

Air emissions may not be a material for our business inventory. However, these are still evaluated and calculated based on diesel consumption in various DG sets. The air emission factors are considered from [http://www.ipcc-nggip.iges.or.jp/public/gp/bgp/2\\_2\\_Non-CO2\\_Stationary\\_Combustion.pdf](http://www.ipcc-nggip.iges.or.jp/public/gp/bgp/2_2_Non-CO2_Stationary_Combustion.pdf)

**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.**

N.A.

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

Parameter	unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	733.22	1,535.48
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	14,824.31	13,565.93
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MT/ ₹ Crore	9.8	9.20
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)	MT/ ₹ Crore	203.04	206.17
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.19	0.18*
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

\*Recalculated

**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.**

N.A.

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

JPL has initiated strategic investments in renewable energy, including the installation of solar rooftop systems across multiple locations. Solar panels have been successfully deployed at its facilities in Agra, Kanpur, Lucknow, Patna, Varanasi, and Noida. In addition, the Company is actively promoting the adoption of electric vehicles as part of its efforts to reduce fuel consumption and lower its carbon footprint.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Total Waste Generated (in metric tonnes)</b>		
Plastic waste (A)	13.7	13.8
E-waste (B)	1.77	0.65
Bio-medical Waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery Waste (E)	0	0
Radioactive Waste (F)	N.A.	N.A.
Other Hazardous waste. Please specify, if any. (G)	N.A.	N.A.
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Packaging Paper waste		
Aluminium Scrap	773.4	753.89*
Cable (Aluminium / Copper)	0	0
Iron	113.6	110.4*
Mobil Oil	1.2	0.81
Office waste	66.44	67.95*
Packing Tape	4.17	2.9
Paper	1,993.9	1,871.54*
Printing waste	1,403.6	1,346.2*
Scrap Bearing	0	1.07
Scrap Gutka	7.7	6.7
Tin	0.46	1.05
Tyre	0	0
Wood	0	0.12
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>4,379.94</b>	<b>4,177.08*</b>
Waste intensity per rupee of turnover (Total Waste generated / Revenue from operations) (MT/ ₹ Crore)	2.7	2.5*
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste generated / Revenue from operations adjusted for PPP) (MT/ ₹ Crore)	57.16	56.44*
Waste intensity in terms of physical output (MT/ MT Output Produced)	0.05	0.05*
Waste intensity (optional) – the relevant metric may be selected by the entity		



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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)</b>		
<b>Category of Waste</b>		
(i) Recycled	1.77	While the Company endeavours to deliver waste materials that cannot be reused or recycled internally to vendors who sell the waste to recyclers, JPL also makes efforts to re-use the wastepaper generated during production activities. By transforming this wastepaper into writing pads and paper packaging, the Company aims to reduce the quantity of waste delivered to the vendors.
(ii) Re-Used	-	
(iii) Other recovery operations	-	
<b>Total</b>	1.77	
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)</b>		
<b>Category of Waste</b>		
(i) Incineration	-	
(ii) Landfilling	-	
(iii) Other disposal operations	-	
<b>Total</b>	-	

\*Recalculated as per BRSR guidelines

**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.**

N.A.

**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.**

Due to the nature of the business, the Company generates minimal hazardous and toxic waste.

As part of its broader waste management practices, JPL has also recycled 1.77 MT of e-waste during the year, reinforcing its commitment to sustainable and responsible disposal of electronic waste. Non-hazardous waste, such as metal scrap, is sold directly to local vendors.

In addition to these waste disposal practices, the Company has implemented operational control measures to optimize the use of limited resources and establish waste norms for each plant. Each plant's wastage is closely monitored to ensure it remains within acceptable limits.

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

N.A.

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

N.A.

**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:**

Yes, the Company generally complies with the applicable environmental laws, regulations, and guidelines in India.

## Leadership Indicators

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

#### (i) Name of the area

S. No.	Area Name	City/Town	State
1.	Panki Industrial Area	Kanpur	Uttar Pradesh
2.	UPSIDC, Sikandra	Agra City	Uttar Pradesh
3.	Tala Nagri Industrial Area	Aligarh	Uttar Pradesh
4.	Pilibhit Bypass Road	Bareilly	Uttar Pradesh
5.	Harthala	Moradabad	Uttar Pradesh
6.	Nadesar	Varanasi	Uttar Pradesh
7.	Naini	Allahabad	Uttar Pradesh
8.	Noida	Noida	Uttar Pradesh
9.	Huda	Panipat	Haryana
10.	Jalandhar	Jalandhar	Punjab
11.	Muzaffarpur	Muzaffarpur	Bihar
12.	Ranchi	Ranchi	Jharkhand
13.	Mohali	Mohali	Punjab
14.	Rangwasa (Rau)	Indore	Madhya Pradesh
15.	Bhanpuri	Raipur	Chhattisgarh

#### (ii) Nature of operations: Manufacturing

#### (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	11,426.6	10,006.5
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	11,426.6	10,006.5
Total volume of water consumption (in kilolitres)	11,426.6	6,003.9
Water intensity per rupee of turnover (Water Consumed / ₹ Crore)	7.21	3.65
Water intensity (optional) – the relevant metric may be selected by the entity		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	0*	781.8
- With treatment – please specify level of treatment	0*	3,220.8
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>0*</b>	<b>4,002.6</b>

\*Implemented Zero Liquid Discharge (ZLD) system at printing locations.

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.



**2. Please provide details of total Scope 3 emissions & its intensity, in the following format:** Given the nature of the business, the Company generates minimal Scope 3 emissions, hence they are not measured.

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. N.A.

**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, as the Company does not operate or maintain offices in or near ecologically sensitive zones such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, or coastal regulation zones. Consequently, no environmental approvals or clearances are required for its operations.

**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:**

The Company recognizes the importance of environmental protection and the responsible use of natural resources. Its Environment Policy affirms a commitment to complying with applicable environmental regulations and promoting the optimal utilization of resources. While the Policy currently does not extend to external stakeholders—such as suppliers, contractors, and NGOs—the Company maintains a zero-tolerance approach toward hazardous activities and encourages all stakeholders to contribute to environmental sustainability.

To this end, the Company has implemented various initiatives across its operations, focusing on energy efficiency, emissions control, and water management. JPL is actively addressing climate change through process improvements and energy-saving measures. Notable examples include the adoption of 'Vio-Green Plate Technology' (a waterless chemistry solution), installation of water harvesting structures, energy-efficient air conditioners with star ratings, solar panels at various locations, and widespread use of LED lighting to reduce energy consumption.

Further, the Company's editorial content policy includes dedicated principles on environmental protection and water conservation. Through its daily publications and focused content, the Company seeks to raise awareness, educate readers, and promote active participation in tackling environmental challenges.

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Set up of Effluent Treatment Plant (ETP)	The Company has implemented Effluent Treatment Plants (ETPs) at all its facilities. Treated water from these plants is reused for purposes such as gardening, flushing, and cleaning, or directed toward groundwater recharge, depending on site-specific suitability. The Company remains committed to expanding this initiative and aims to equip all its printing units with ETPs to ensure sustainable water management across operations.	The reuse of treated wastewater for non-potable applications—such as gardening, cleaning, and flushing—helps significantly reduce the dependency on freshwater withdrawal.
2.	Vio-Green Plate Technology	The Company continues to address climate change by enhancing process efficiency and implementing energy-saving initiatives. A key step in this direction has been the adoption of 'Vio-Green Plate Technology,' which utilizes waterless chemistry in the printing process. This innovation significantly reduces water usage by eliminating the need for conventional plate processing methods. Through the use of this technology, the Company has been able to achieve meaningful reductions in water consumption, supporting its broader sustainability and resource conservation goals.	This practice conserves water at operational facilities and contributes to a meaningful reduction in fresh water withdrawal.
3.	Installed Star Rated systems & Renewable energy	The Company continues to invest in renewable energy and energy efficiency initiatives as part of its commitment to sustainable operations. Efforts include the installation of star-rated systems, energy-efficient air conditioning units, and LED lighting across office spaces. LED lighting has been deployed in key areas such as workspaces, canteens, and parking zones, contributing to a notable reduction in overall energy consumption. Additionally, JPL has implemented rooftop solar installations at several facilities, including Patna, Noida, Agra, Varanasi, Lucknow and Kanpur locations.	The adoption of energy-efficient air conditioning systems and LED lighting supports ongoing energy conservation efforts, while the integration of renewable energy sources further strengthens the Company's commitment to sustainable operations.

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

The Company has instituted a comprehensive Business Continuity and Disaster Management Plan to safeguard against operational disruptions. In the event of any disturbance or breakdown, contingency measures are in place—such as rerouting printing operations to nearby facilities—to ensure uninterrupted service. As part of our disaster preparedness, daily backups of applications are performed to mitigate data loss risks. Additionally, recovery protocols are established to promptly address any IT-related issues, thereby ensuring the smooth continuation of business functions.

The Company has consistently upheld uninterrupted operations, largely due to the dedication and resilience of its employees. Their efforts have been instrumental in maintaining the Company's longstanding commitment to customer satisfaction. Our response during the pandemic further validated our ability to operate effectively through extended periods of crisis and disruption.

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

No major adverse impacts have been reported by any value chain partners. JPL has implemented a formal Supplier/Vendor Code of Conduct that outlines clear expectations related to health, safety, environmental responsibility, and quality standards. Suppliers are required to maintain a safe and healthy working environment, offer secure and hygienic living accommodations for employees where applicable, and conduct their operations in an environmentally responsible and efficient manner.

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

The Company has a formal Supplier/Vendor Code of Conduct that applies to all suppliers and enforces a zero-tolerance policy for any violations or misconduct in their interactions with the Company or its employees. JPL actively encourages its suppliers to cultivate an inclusive and supportive workplace and to promote diversity within their workforce and among their subcontractors. The Company is currently in the process of finalizing assessment criteria for evaluating its value chain partners.

**8. How many Green Credits have been generated or procured:**

- a. By the listed entity.
- b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners.

S. No.	Green Credits generated	FY 2024-25
1.	By the company	NIL
2.	By the value chain partners	NIL

**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.**

The Company is affiliated with 13 trade and industry chambers/ associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	International News Media Association (INMA)	International
2.	Audit Bureau of Circulations (ABC)	National
3.	Indian Newspaper Society (INS)	National
4.	Readership Studies Council of India (RSCI)	National
5.	Internet and Mobile Association of India (IAMA)	National
6.	Rural Marketing Association of India (RMAI)	National
7.	Indoor Outdoor Advertising Association (IOAA)	National
8.	Digital News Publishers Association (DNPA)	National
9.	Indian Languages Newspapers Association (ILNA)	National
10.	All India Newspaper Editors' Conference (AINEC)	National



S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
11.	Media Research Users Council (MRUC)	National
12.	The Advertising Standards Council of India (ASCI)	National
13.	Merchants' Chamber of Uttar Pradesh	National

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable as there is no such cases		

**Leadership Indicators**

**1. Details of public policy positions advocated by the entity:**

Jagran responsibly engages with industry associations to advocate for public and regulatory policies that benefit the industry and serve the public good. The Company's Editorial Policy ensures balanced, unbiased, responsible, and truthful reporting. As a news publication, the Company strives to publish content that readers have a right to know, consistently aiming to balance news and views to educate readers and make a difference. As a media company, we interact with government and regulatory authorities through newspaper associations.

**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.** N.A.

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

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

At JPL, dedicated teams engage closely with communities and maintain regular interaction with program participants throughout the project lifecycle. This proactive approach helps establish effective communication channels and ensures timely resolution of grievances through a designated Single Point of Contact (SPOC). Additionally, regular monitoring visits by various stakeholders involved in the programs help uphold objectivity and fairness. Further details on CSR initiatives are provided in other sections of this report.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	3.18%	4.26%
Directly from within India	86.64%	80.84%

**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. (Place as per RBI Classification System - rural/semi-urban/urban/Metropolitan)**

Location	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Rural	0.1%	0.00%
Semi-urban	4.5%	2.00%
Urban	45.95%	25.00%
Metropolitan	49.35%	73.00%

**Note** – Classification of Locations is done on the basis of its population provided by Reserve bank of India source: Reserve Bank of India - Database ([rbi.org.in](http://rbi.org.in))

- We have extended the reporting boundary to include other-than permanent employees as well from FY 2024-25 reporting, and as such the figures from the previous year are not comparable.

**Leadership Indicators**

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

N.A.

**2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:** CSR activities are not done in the aspirational districts identified by Government.

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

The Company acknowledges its responsibility as a corporate citizen and, as part of its Saat Sarokaar, is committed to providing equal and fair opportunities for all vendors, including those who are marginalized or vulnerable. Vendor selection is conducted without differentiation or discrimination. The Company has built a trusted relationship with local vendors, collaborating with them to develop quality products that meet both its own and industry standards, thereby supporting the growth of local businesses. Additionally, the Company engages with local businesses to generate productive employment by hiring talent from nearby areas for services such as printing, waste handling, housekeeping, logistics, machinery, and other business operations, as well as for material procurement. Currently, there is no preferential policy in place to prioritize purchases from suppliers belonging to marginalized or vulnerable groups. However, the Company recognizes the importance of such purchases and may consider implementing such a policy in the future.

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

N.A.

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

N.A.

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

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

**6. Details of beneficiaries of CSR Projects:**

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Promoting education by way of contribution to Shri Puran Chandra Gupta Smarak Trust for establishment, expansion, administration and maintenance of academic institutions	Around 13000	Not Measured

Apart from the mandated CSR activities, we have also launched the following new initiatives:

Every day, Jagran delivers enriching and empowering content to its readers in line with these seven principles. This ranges from a daily column on health and wellbeing, to youth-centric supplement focusing on providing them with access to job opportunities and to content catering specifically to the needs of women readers. Beyond the content, the Company also leverages its massive reach to organize initiatives that are in spirit of these seven principles and have the potential to mobilize citizens and generate ground-level impact. The Company launched the following new initiatives:

- Punjab Potholes campaign: Dainik Jagran tackled Punjab’s pothole crisis through a unique public awareness campaign. With government inaction, they highlighted potholes using white lime powder, skull marks, and blood stains to draw attention. The newspaper published 425 pothole images and 100 full-page reports in 60 days, mobilizing 30,000+ people to mark potholes. The campaign empowered communities proved the power of media, and drove real change in civic infrastructure.
- Cyber Fraud Awareness Campaign: Cyber-fraud in India has shifted from random phishing to industrial-scale syndicates. Daily complaints are spiraling out of control. Digital-arrest cons epitomize this evolution. Low cyber-hygiene, mass UPI uptake and easy access to spoofed SIMs heighten exposure. To create public awareness, we mounted our campaign “Looter Online”. Besides content in the newspapers, we got on ground and conducted workshops at offices and RWAs, seminars, and appointed Cyber commandoes (champions) who helped spread awareness on how to prevent cyber fraud.
- Mental and Physical Health Awareness Campaign: We continued our awareness campaign on physical and mental health. The campaign specifically covered Mental health issues and alleviating stress. Our campaign message focused on preventive healthcare.
- Jagran Arpan: This was a campaign launched during winters that appealed to people to donate generously with warm clothes for the homeless and poor sections of the society.



- Jagran Sanskarshala: Adolescence is a transformative phase, yet its complexities remain difficult to grasp. Young people today are active change-makers, using media to advocate for social justice, education, and climate action. However, traditional media must evolve to stay relevant in their digital, fast-paced world. Dainik Jagran recognized this and launched Sanskarshala—a campaign addressing adolescent moral development, ethical dilemmas, and societal challenges. Through editorial stories, school collaborations, expert workshops, and a large-scale survey, the newspaper became both a guide and catalyst for youth empowerment. By fostering critical thinking, Dainik Jagran ensured its role in shaping a principled, confident generation.
- Hindi Hai Hum: We continued our efforts on building our “Hindi Hai Hum” platform to evangelize Hindi and help extend the market for Hindi because we believe that a language lives when people take pride in their language and celebrate it. Under this campaign we conducted “Samwadi” – the festival of expressions across 5 cities and we released our quarterly Hindi Best Seller lists.

Jagran is also cognizant of the environmental impact of its operations and undertakes several initiatives to minimize the same. The details of these initiatives are included under Principle 6.

For details on the print and digital campaigns undertaken by the Company during the financial year, please refer to the Annual Report

## 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.

Stakeholder complaints—including those from suppliers, customers, and contractors—are directed to the respective department heads and are addressed on a case-by-case basis, prioritizing urgency and relevance. For the printing business, customer feedback is also gathered through the Sales Feedback Form. Additionally, customers can connect with Company representatives using the contact details provided on the corporate website [https://jplcorp.in/new/Contact\\_Us.aspx](https://jplcorp.in/new/Contact_Us.aspx) or through various digital platforms managed by the Company.

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

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

Topics	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	0	0	N. A.	0	0	N. A.
Advertising	0	0	N. A.	0	0	N. A.
Cyber Security	0	0	N. A.	0	0	N. A.
Delivery of essential service	0	0	N. A.	0	0	N. A.
Restrictive trade practices	0	0	N. A.	0	0	N. A.
Unfair trade practice	0	0	N. A.	0	0	N. A.
Other	0	0	N. A.	0	0	N. A.

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

	Number	Reason to recall
Voluntary Recall	0	N. A.
Forced Recall	0	N. A.

**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 implemented a Cyber Security and Data Privacy Policy, recognizing the protection of customer information as a critical priority. The Risk Management Committee, constituted by the Board, is tasked with overseeing and evaluating the risk mitigation strategies related to cyber security threats. The policy outlines a clear strategic direction and underscores the Company's commitment to maintaining robust information security practices across its operations. It is accessible through the internal portal, JConnect, and is shared with relevant stakeholders on a need-to-know basis. The effectiveness of the cyber security framework is also subject to annual review by internal auditors, with key observations reported to the Audit Committee.

**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.**

Since there were no complaints, there was no need for any corrective action.

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

**a. Number of instances of data breaches**

NIL

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

N.A.

**c. Impact, if any, of data breaches**

N.A.

**Leadership Indicators**

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

Corporate information can be found on the Company's corporate website at [www.jplcorp.in](http://www.jplcorp.in). Additionally, details about the individual business verticals maintained by the Company can be accessed through their respective websites, as listed in the Annual Report.

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

Not applicable, as the majority of revenue comes from newspapers/magazines (which are generally disposed of by end customers and are mostly recycled) and digital advertisements.

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

N.A.

**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.**

N.A.

**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)**

N.A.

**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)**

The Company conducts periodic customer surveys to gather feedback. The Product Sales and Marketing (PSM) Team prepares a structured sales survey form specifically designed to capture and document customer responses.