



JAI BALAJI INDUSTRIES LIMITED

Ref: JBIL./SE/BRSR/2026-27

Date: 31st August, 2026

To
The Manager
Listing Department,
National Stock Exchange of India Limited
"EXCHANGE PLAZA", C-1, Block G
Bandra - Kurla Complex, Bandra (E)
Mumbai - 400 051
(Company's Scrip Code: JAIBALAJI)

To
The Manager,
Dept. of Corporate Services
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street,
Mumbai - 400 001
(Company's Scrip Code: 532976)

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2025-2026

Pursuant to Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for Financial Year 2025-2026, which forms part of the Annual Report for Financial Year 2025-2026.

The same is for your kind information and record.

Thanking you.

Yours faithfully,

For Jai Balaji Industries Limited

Ajay Kumar
Tantia

Digitally signed by
Ajay Kumar Tantia
Date: 2026.08.31
19:25:47 +05'30'

Ajay Kumar Tantia
Company Secretary

Encl.: as above

Regd. Office

5, Bentinck Street, 1st Floor, Kolkata - 700 001.
Phone : +91-33-2248 3604, 2248 0238
E-mail : info@jaibalajigroup.com
Website : www.jaibalajigroup.com

Corporate Office

LMI Complex,
15C, Hemanta Basu Sarani,
4th Floor, Kolkata - 700 001
Phone : +91-33-2248 8173, 2248 9808

CIN - L27102WB1999PLC089755



Annexure “B”

Business Responsibility and Sustainability Reporting

The Directors present the Business Responsibility & Sustainability Report of the Company for the financial year ended on 31st March, 2026, pursuant to Regulation 34(2) (f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

SECTION A: GENERAL DISCLOSURE

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L27102WB1999PLC089755
2	Name of the Listed Entity	Jai Balaji Industries Limited
3	Year of incorporation	1999
4	Registered office address	5, Bentinck Street, Kolkata – 700 001.
5	Corporate office address	LMJ Complex, 15C, Hemanta Basu Sarani, 4 th Floor, Telephone Bhawan, Kolkata – 700001
6	E-mail	jaibalaji@jaibalajigroup.com
7	Telephone	+91 33 2248 9808
8	Website	www.jaibalajigroup.com
9	Financial year for which reporting is being done	1 st April, 2025 to 31 st March, 2026
10	Name of the Stock Exchange(s) where shares are listed	The National Stock Exchange of India Limited & the BSE Limited
11	Paid-up Capital	INR 1,82,45,02,860
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Ajay Kumar Tantia Company Secretary +91 33 2248 9808 atantia@jaibalajigroup.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Disclosures made in this report are on a standalone basis and pertain only to Jai Balaji Industries Limited.
14	Name of assessment or assurance provider	Futurestation Services LLP
15	Type of assessment or assurance obtained	Limited Assurance

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
1	Manufacturing	Metal and metal products	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Ferro Alloys	24104	29.62%
2	Pig Iron	24101	18.19%
3	Ductile Iron Pipe	24106	17.82%
4	Steel Bars / Rods	24103	15.11%
5	Sponge Iron	24102	9.11%
6	Billets/MS Ingots	24103	3.38%
7	Coke/Coke Fines/Nut Coke	19101	2.97%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	5	6	11
International	0	1	1

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	PAN INDIA
International (No. of Countries)	32 (approx.)

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

The exports contribute to 5.88% of the total turnover of the Company.

c. A brief on types of customers

- Business to Business (B2B) – Large Original Equipment Manufacturers (OEMs), including automotive and construction OEMs and project customers.
- Business to Government (B2G) – Government organisations and Public Sector Undertakings.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	3145	3118	99.14%	27	0.86%
2	Other than Permanent (E)	135	135	100.00%	0	0.00%
3	Total employee (D+E)	3280	3253	99.18%	27	0.82%
Workers						
4	Permanent (F)	1075	1075	100.00%	0	0.00%
5	Other than Permanent (G)	4880	4880	100.00%	0	0.00%
6	Total workers (F+G)	5955	5955	100.00%	0	0.00%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled employees						
1	Permanent (D)	7	7	100.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	Total employee (D+E)	7	7	100.00%	0	0.00%
Differently abled Workers						
4	Permanent (F)	2	2	100.00%	0	0.00%
5	Other than Permanent (G)	0	0	0.00%	0	0.00%
6	Total workers (F+G)	2	2	100.00%	0	0.00%



21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	10	2	20%
Key Management Personnel	7	0	0%

22. Turnover rate for permanent employees and workers

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	26.69	31.25	26.75	37.04	22.64	36.94	39.79	40.00	39.79
Permanent Workers	59.48	100.00	60.25	12.33	0.00	12.12	38.27	0.00	37.05

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures: NIL (as on 31st March 2026)

VI. CSR Details

24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013 : Yes
 ii. Turnover (in INR) : 5,784.27 (in crores) [Revenue from operations]
 iii. Net worth (in INR) : 2,213.56 (in crores)

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes*	0	0	-	0	0	-
Investors (other than shareholders)	Yes**	0	0	-	0	0	-
Shareholders	Yes**	0	0	-	0	0	-
Employees and workers	Yes*	0	0	-	0	0	-
Customers	Yes*	0	0	-	0	0	-
Value Chain Partners	Yes*	0	0	-	0	0	-
Other	-	-	-	-	-	-	-

* <https://jaibalajigroup.com/corporate-policies-and-code/>

** <https://jaibalajigroup.com/handling-investor-grievances/>

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	Energy Efficiency/ Energy Management – Rising Energy Costs	R	Iron & Steel manufacturing is highly energy-intensive, making energy efficiency and effective energy management important to controlling operating costs, strengthening energy resilience and improving resource efficiency. Optimising energy consumption and increasing the share of renewable energy can also reduce the Company's carbon footprint and support preparedness for evolving regulatory and market requirements.	Energy efficiency and optimisation of the energy mix present opportunities to reduce operating costs, improve energy resilience, increase the use of renewable energy and reduce GHG emissions, while supporting the Company's transition towards low-carbon steelmaking.	Negative – Increased production costs
2	Raw Material Availability - Fluctuations in Supply	R	Availability and cost of key raw materials are critical to production continuity and cost competitiveness. Supply disruptions, logistics constraints, weather events and evolving domestic mining, environmental and regulatory requirements may affect raw material availability, procurement costs and production schedules.	The Company seeks to mitigate raw material supply risks through captive and/or long-term sourcing arrangements, diversification of suppliers and sourcing locations, maintaining appropriate strategic inventory levels, and developing alternative sourcing options.	Negative – Increased procurement costs, production delays
3	Environmental Regulations - Compliance Requirements	R	Stricter environmental clearances and permitting requirements may delay expansion or new projects.	Proactive regulatory planning, timely environmental assessments, and continuous engagement with regulatory authorities can help expedite approvals and minimize project delays.	Negative - Increased Project costs
4	Market Demand - Cyclical Market Trends	R/O	Fluctuations in demand due to economic cycles can impact sales volumes and revenue. However, they also present opportunities for growth during upturns.	Diversifying product offerings, expanding into new markets and implementing flexible production strategies can mitigate risks and capitalize on opportunities.	Negative/Positive - Decreased/ Increased revenue
5	Technology Disruption - Obsolescence Risk	R/O	Rapid technological advancements pose both risks of existing technologies becoming obsolete and opportunities for innovation and efficiency gains.	Investing in research and development, embracing digitalization, and fostering a culture of innovation can mitigate obsolescence risks and unlock new opportunities.	Negative/Positive - Decreased/ Increased revenue

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)
6	Workforce Management - Skilled Labor Shortage	R	Shortages of skilled labour can hinder productivity, quality, and innovation.	Investing in training and development programs, promoting employee retention, and leveraging technology to automate tasks can mitigate workforce risks.	Negative - Decreased productivity, quality issues
7	Safety Hazards - Workplace Accidents	R	Workplace accidents can result in injuries, fatalities, and legal liabilities, impacting productivity and reputation.	Implementing stringent safety protocols, providing regular training, and fostering a safety conscious culture can mitigate risks and improve workplace safety.	Negative - Legal expenses, reputational damage
8	Supply Chain Disruptions - Natural Disasters, Geopolitical Events	R	Disruptions in the supply chain arising from geopolitical tensions, natural disasters, and other global crises may adversely affect the availability of critical raw materials and logistics operations, thereby impacting production continuity and customer satisfaction.	The Company seeks to mitigate supply chain risks through the development of contingency plans, geographic diversification of its supplier base, and the implementation of risk-sharing arrangements with key partners, thereby strengthening supply chain resilience.	Negative – Logistic issues, resource availability, decreased customer satisfaction, increased cost
9	Economic Instability - Currency Fluctuations, Trade Policies	R/O	Economic instability, including currency fluctuations and changes in trade policies, can impact costs, revenues and market access. However, they also present opportunities for cost optimization and market expansion.	Hedging against currency risks, monitoring regulatory changes closely and diversifying revenue streams can mitigate risks and capitalize on opportunities.	Negative/Positive - Increased/ Decreased costs, revenue
10	Customer Satisfaction	O	Customer satisfaction is a strategic driver for market expansion, deeper penetration, and long-term profitability. Strong customer relationships also enhance brand credibility and competitive positioning.	Quality products and proactive customer engagement help mitigate reputational and market risks.	Positive- Drives revenue growth and profitability.
11	Community Relations	O	Building strong Community relations allow to foster trust and support between a company and local stakeholders. Positive community engagement can enhance corporate reputation, operational smoothness and build a strong social license to operate. Also, a healthy community will ensure availability of strong local labour force, if required at any given point of time.	Strengthening its role as a socially responsible organisation, dedicated to empowering communities and contributing to sustainable development.	Positive- Enhancing the possibilities of higher economic returns for the company as well as the communities where we operate.

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.

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect and make efforts to restore the environment
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1. b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1. c. Web Link of the Policies, if available	https://jaibalajigroup.com/corporate-policies-and-code/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, the enlisted policies extend to our value chain partners, to the extent applicable.								
4. Name of the national and international codes/ certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The company complies with a wide spectrum of nationally and internationally recognised codes, certifications, and standards that align with the principles of responsible and sustainable business practices. These include ISO 9001:2015 for Quality Management, ISO 14001:2015 for Environmental Management, and ISO 45001:2018 for Occupational Health and Safety. In addition, we follow ISO 14064-1 and ISO 14064-2 standards for Greenhouse Gas (GHG) Emissions Accounting and Verification. Each of these certifications is strategically mapped to relevant ESG and regulatory principles, reinforcing our commitment to quality assurance, environmental stewardship, employee well-being, and climate accountability. Adopting these globally benchmarked standards ensures that JBIL not only meets but often exceeds compliance expectations while driving continuous improvement across all facets of our operations.								



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is committed to progressively reducing the carbon and energy intensity of its operations through energy-efficiency measures, renewable energy adoption and evaluation of emerging low-carbon technologies. The Company is working towards establishing science-aligned, measurable GHG reduction targets and intends to align its decarbonisation pathway with the Science Based Targets initiative (SBTi). This commitment is voluntary and goes beyond applicable regulatory requirements. The company has not defined specific timelines to meet the specific targets.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	JBIL has initiated measures to strengthen its preparedness for evolving domestic and international requirements applicable to the steel sector, including the Carbon Border Adjustment Mechanism (CBAM). The Company is also progressing towards its aspiration of achieving Green Steel certification and is evaluating the feasibility of emerging low-carbon technologies, including Green Hydrogen and Carbon Capture, Utilisation and Storage (CCUS).								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	At Jai Balaji Industries Limited (JBIL), we recognise that sustainable growth is integral to our long-term business resilience and value creation. As an energy-intensive steel manufacturer, we remain conscious of the challenges associated with decarbonization, resource efficiency and the transition towards a low-carbon economy. We are therefore focused on improving energy efficiency, increasing the adoption of renewable energy and evaluating emerging technologies such as Green Hydrogen and Carbon Capture, Utilization and Storage (CCUS) to progressively reduce our environmental footprint. During the reporting period, the Company continued to implement energy-efficiency and resource-conservation initiatives across its operations, while strengthening its environmental management and preparedness for evolving requirements such as CBAM. We are also progressing towards our aspiration for Green Steel certification and developing a science-aligned pathway towards our longer-term decarbonization objectives. Our commitment extends beyond environmental performance. We continue to strengthen occupational health and safety, employee development, human rights, responsible sourcing and ethical business practices, while maintaining transparency and accountability in our engagement with stakeholders. Looking ahead, JBIL will focus on measurable improvement in its ESG performance through defined targets, enhanced monitoring and data-driven decision-making. We remain committed to responsible growth, continuous improvement and contributing to the transition towards a more sustainable and resilient steel industry.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Sanjiv Jajodia Whole-time Director & CFO Tel: 033 2248 9808								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Business Responsibility (BR) initiatives are led by Shri Sanjiv Jajodia, Whole-time Director & CFO of the company in conjunction with the CSR committee 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									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)											
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9			
Performance against above policies and follow up action		Review was undertaken by Shri Sanjiv Jajodia, Whole-time Director & CFO of the company in conjunction with the CSR committee of the Company.									Half yearly											
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																						
11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.		P1	P2	P3	P4	P5	P6	P7	P8	P9	No. The Company's policies undergo periodic evaluation through an internal review process led by Senior Management, ensuring proper implementation and consistency with organizational objectives and applicable regulatory requirements. Although an independent third-party assessment has not been carried out to date, the existing internal review framework offers adequate oversight and control. The Company will consider engaging external assessors for policy evaluation going forward.										
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:																						
Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9												
The entity does not consider the Principles material to its business (Yes/No)		Not applicable																				
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)																						
The entity does not have the financial or/human and technical resources available for the task (Yes/No)																						
It is planned to be done in the next financial year (Yes/No)																						
Any other reason (please specify)																						

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	5	Throughout the year, the Board and KMPs were kept informed of key developments across business operations, regulatory changes, safety matters, and ESG-related aspects, through training and awareness sessions, thereby offering a well-rounded understanding of all nine NGRBC principles.	100%
Key Managerial Personnel			100%
Employees other than BoD and KMPs	10	The Company conducts a range of training and development programs aimed at enhancing employee skills, awareness, and overall workplace effectiveness. These include Six Sigma training, safety and fire safety training, leadership and motivational development programs, time management training, and other skill-building initiatives designed to address organizational and employee-specific requirements.	100%
Workers	18	The Company conducts regular training programs for workers engaged at its plant locations, with a strong emphasis on occupational health and safety given the nature of steel manufacturing operations. These include training on Health and Safety, workplace discipline, Prevention of Sexual Harassment (POSH), and environmental aspects. These initiatives are aimed at promoting a safe, respectful, responsible, and environmentally conscious workplace among employees and other stakeholders.	100%

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 INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Not Applicable	Nil	Not Applicable	Not Applicable
Settlement	Nil	Not applicable	Nil	Not applicable	Not applicable
Compounding	Nil	Not applicable	Nil	Not applicable	Not applicable

Non-Monetary				
Sl. No.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Not applicable	Not applicable	Not applicable
Punishment	Nil	Not applicable	Not applicable	Not applicable

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not applicable	

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

Jai Balaji Industries Limited (JBIL) is committed to conducting its business with the highest standards of integrity, transparency, and ethical behaviour. To support this commitment, the Company has established a comprehensive Anti-Bribery and Vigilance Policy designed to ensure adherence to all applicable anti-bribery and anti-corruption requirements. The policy extends to the Company's directors, employees, business partners, associates, and other third parties representing or acting on behalf of JBIL. It maintains a strict zero-tolerance stance against bribery and corruption, irrespective of whether such practices occur directly or through intermediaries, within India or in any foreign jurisdiction. The policy also identifies and prohibits practices such as the giving or receiving of improper benefits, facilitation payments, and inappropriate or excessive hospitality.

To strengthen oversight and ensure timely action, the policy requires employees and other relevant stakeholders to report suspected instances of bribery, corruption, or other violations to the Audit Committee without delay. JBIL has also put in place a secure whistleblower mechanism through which concerns can be raised on a confidential and, where preferred, anonymous basis. Through these measures, the Company seeks to foster a culture of accountability and openness throughout its operations, while maintaining appropriate controls and processes to identify, prevent, and take corrective action against any instances of non-compliance.

For further details, the policy can be accessed at: <https://jaibalajigroup.com/corporate-policies-and-code/>.

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

No disciplinary action was taken against any Directors/KMPs/employees/workers by any law enforcement agency for charges of bribery/ corruption.

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

No complaints received in relation to issues of Conflict of Interest of the Directors.

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

There were no cases of corruptions or conflicts of interest which required action by regulators / law enforcement agencies/ judicial institutions.

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables*	69	61



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 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	16.55%	13.64%
	b. Number of trading houses where purchases are made from	13	7
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	98.63%	100%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	1.33%	0.73%
	b. Number of dealers / distributors to whom sales are made	315	156
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	15.93%	24.81%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.28%	1.54%
	b. Sales (Sales to related parties / Total Sales)	0.84%	0.72%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	-

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.

	2025-26	2024-25	Details of improvements in environmental and social impacts
R&D	Nil	Nil	NA
Capex	Nil	0.47%	JBIL continued to focus on maintaining the effectiveness and operational efficiency of its existing pollution control systems. Procurement during the year primarily comprised essential spare parts required for the regular upkeep and efficient functioning of these systems. Such maintenance measures enabled the Company to ensure the effectiveness of its pollution control infrastructure and support its ongoing efforts towards minimizing the environmental impact of its operations.

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

Yes. JBIL has instituted a structured approach to responsible and sustainable sourcing through its Responsible Procurement Policy and Sustainability Policy, which embed environmental, social, and ethical considerations into procurement decision-making and across the Company's supply chain. Under this framework, suppliers are evaluated against defined sustainability parameters, and are encouraged to adopt responsible business practices in their own operations. The Company plans to extend the scope of implementation of this policy going forward and assess additional sustainability-related KPIs to further strengthen supplier evaluation and monitoring.

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

During FY 2025-26, more than 75% of JBIL's inputs were sourced through sustainable procurement practices. JBIL's approach is guided by its Responsible Procurement Policy and Sustainability Policy, which require suppliers to be assessed against key sustainability considerations, including resource efficiency, compliance with applicable environmental regulations, and labour and human rights practices, both at the time of onboarding and through periodic evaluations. Sustainability-related expectations

and awareness are also communicated to all vendors during the material procurement negotiation process. The Company is further progressing towards the systematic integration of defined ESG criteria into its supplier selection and ongoing performance assessment processes.

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.

Steel is inherently suited to a circular economy — it typically lasts 25–30 years, is fully recyclable owing to its properties, and end-of-life steel is treated as an input (scrap) rather than waste. JBL maximises use of internal and externally sourced scrap.

- (a) **Plastics (including packaging):** Plastic packaging waste generated is segregated at source and handled through appropriate collection and recovery/recycling routes; non-recoverable plastic is disposed of responsibly.
- (b) **E-waste:** E-waste is segregated and channelled to authorised recyclers/handlers in line with the E-Waste (Management) Rules.
- (c) **Hazardous waste:** Hazardous waste streams (e.g., zinc dust) are segregated at source, stored in spill-proof, containment-equipped designated areas, and transported by authorised handlers to Pollution Control Board–approved Treatment, Storage and Disposal Facilities (TSDFs), in line with the Hazardous Waste Management Rules, MSDS guidelines, and TSDF protocols, with full manifest-based traceability.
- (d) **Other waste (non-hazardous):** MBF slag, mill scale, scrap etc. recovered and reused in-house wherever feasible, or supplied to authorised downstream industries such as cement and construction for reuse; kitchen/organic waste is treated via an in-house biogas plant.

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.

Yes, Extended Producer Responsibility (EPR) is applicable to our entity as importer and the annual targets have been fulfilled.

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	%(F/A)
Permanent employees											
Male	3118	3118	100.00%	3118	100.00%	0	0.00%	3118	100.00%	0	0.00%
Female	27	27	100.00%	27	100.00%	27	100.00%	0	0.00%	0	0.00%
Total	3145	3145	100.00%	3145	100.00%	27	100.00%	3118	100.00%	0	0.00%
Other than Permanent employees											
Male	135	135	100.00%	135	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	135	135	100.00%	135	100.00%	0	0.00%	0	0.00%	0	0.00%

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	%(F/A)
Permanent workers											
Male	1075	1075	100.00%	1075	100.00%	0	0.00%	1075	100.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	1075	1075	100.00%	1075	100.00%	0	0.00%	1075	100.00%	0	0.00%
Other than Permanent workers											
Male	4880	4880	100.00%	4880	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	4880	4880	100.00%	4880	100.00%	0	0.00%	0	0.00%	0	0.00%

All contract workers are covered under Employees' State Insurance Corporation benefits

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

	FY 2025-26	FY 2024-25
Cost incurred on wellbeing measures as a % of total revenue of the company	0.08%	0.07%

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

Benefits	FY 2025-26			FY 2024-25		
	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	69%	100%	Y	67%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	33%	95%	Y	45%	92%	Y
Others – please specify	-					

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, the premises and office facilities of JBIL are designed to provide accessibility for differently-abled employees and workers in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. JBIL has taken the necessary steps to ensure that its workplace environment is inclusive, accessible, and equitable, enabling persons with disabilities to work and perform their responsibilities without undue barriers.

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

Yes, JBIL has established an Equal Opportunity Policy in accordance with the principles and requirements of the Rights of Persons with Disabilities Act, 2016. The policy forms part of JBIL's broader Human Rights Policy framework and is intended to ensure that all individuals are treated fairly and provided equal opportunities without discrimination, including employees and workers with disabilities.

JBIL is committed to maintaining a workplace that is inclusive, respectful, and free from discrimination. The policy reinforces the Company's commitment to providing equal opportunities irrespective of race, gender, religion, disability, or other such considerations. It also promotes diversity, inclusion, and awareness while protecting the dignity, rights, and well-being of individuals within the workplace.

The policy extends across the Group and applies to employees, workers, contractors, suppliers, and other relevant stakeholders associated with the Company.

For more information, the Human Rights Policy can be accessed at: <https://jaibalajigroup.com/corporate-policies-and-code/>.

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

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	100	100	100	100
Female	100	100	NA	NA
Total	100	100	100	100

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

Yes, JBIL has established a formal grievance redressal framework to address concerns and complaints raised by its employees and workers. As a first step, employees are encouraged to discuss and resolve workplace concerns directly within their respective departments. JBIL also follows an open-door approach, allowing employees at all levels, regardless of their position or hierarchy, to approach senior management with their concerns.

The Human Resources function at both the corporate office and plant locations facilitates the resolution of employee and worker grievances through various channels, including regular meetings, notices displayed on notice boards, email communication, and other appropriate means. In addition, JBIL has a dedicated policy governing the prevention, prohibition, and redressal of sexual harassment of women at the workplace. In accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, JBIL has constituted an Internal Complaints Committee (ICC) to receive and address complaints relating to sexual harassment. The relevant policy is also made publicly available on JBIL's website.

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

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / Workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / Workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	3145	0	0.00%	2568	0	0%
Male	3118	0	0.00%	2531	0	0%
Female	27	0	0.00%	37	0	0%
Total Permanent Workers	1075	394	36.65%	2002	494	24.68%
Male	1075	394	36.65%	1985	477	24.03%
Female	0	0	0.00%	17	17	100%

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	3118	3118	100.00%	3118	100.00%	2531	2531	100%	2531	100%
Female	27	27	100.00%	27	100.00%	37	37	100%	37	100%
Total	3145	3145	100.00%	3145	100.00%	2568	2568	100%	2568	100%
Workers										
Male	1075	1075	100.00%	1075	100.00%	1985	1985	100%	1985	100%
Female	0	0	0.00%	0	0.00%	17	17	100%	17	100%
Total	1075	1075	100.00%	1075	100.00%	2002	2002	100%	2002	100%

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	3118	3118	100.00%	2531	2531	100%
Female	27	27	100.00%	37	37	100%
Total	3145	3145	100.00%	2568	2568	100%
Workers						
Male	1075	1075	100.00%	1985	0	0%
Female	0	0	0.00%	17	0	0%
Total	1075	1075	100.00%	2002	0	0%

10. Health and safety management system:

- 10. a.** Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such system?
Yes, JBIL has implemented an Occupational Health and Safety Management System in line with ISO 45001:2018 requirements, covering all our plants and offices. The system encompasses manufacturing, processing, and allied support functions across the Company's operations, reflecting its continued focus on maintaining safe and secure working conditions.
- 10. b.** What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
The entity uses a Hazard Identification and Risk Assessment (HIRA) process to identify work-related hazards and assess associated risks for both routine and non-routine activities.
In addition, JBIL has implemented comprehensive On-Site Emergency Plans and Emergency Preparedness Protocols to address potential risks proactively. These systems enable the company to systematically evaluate hazards, mitigate risks, and ensure workplace safety through continuous monitoring, assessment, and response planning.
- 10. c.** Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)
Yes, JBIL has established appropriate mechanisms that enable workers to identify and report work-related hazards and take necessary action to protect themselves by withdrawing from situations that may pose a risk to their health or safety.
- 10. d.** Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
Yes, JBIL provides employees and workers with access to medical and healthcare services for non-occupational health-related needs.

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	0.42
	Workers	0.28	Nil
Total recordable work-related injuries	Employees	Nil	3
	Workers	4	Nil
No. of fatalities	Employees	Nil	1
	Workers	4	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

Previous years' figures have been revised due to change in calculation methodology

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

JBIL ensures a safe and healthy workplace through a systematic, process-driven approach to occupational health and safety. ISO 45001:2018 has been implemented across a majority of the Company's operations, supported by an On-Site Emergency Preparedness Plan. Core safety practices include Hazard and Operability Studies (HAZOP), Hazard Identification and Risk Assessment (HIRA), Lockout-Tagout (LOTO) procedures, Job Safety Analysis (JSA), and Tool Box Talks, all governed by clearly defined Standard Operating Procedures (SOPs) and reinforced through visual safety signage. Regular safety training programs, internal audits, and emergency mock drills are conducted to strengthen preparedness and drive continuous improvement.

The Company has also introduced Total Productive Maintenance (TPM) practices to enhance workplace organisation, equipment reliability, and the safety of both personnel and machinery. A dedicated Occupational Health Centre (OHC) conducts routine employee health check-ups, while adequate provision of Personal Protective Equipment (PPE), a structured incident reporting mechanism, and active Safety Committee reviews collectively ensure that risk mitigation and employee well-being remain central to operations.

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

Category	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
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.

The Company follows a continual practice of training and checking the effectiveness of corrective actions taken to address safety-related incidents and risks identified during assessments.

Specific measures undertaken include the redesign and improvement of lifting tools for Ductile Iron Pipe (DIP) units, along with enhancements to related loading and unloading practices. These corrective actions are implemented through a hierarchy of controls — including engineering controls, administrative controls, and the use of Personal Protective Equipment (PPE) — with the overall objective of strengthening workplace safety and fostering a robust safety culture.

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.

Your Company follow a structured process to identify key stakeholder groups through mapping both internal and external stakeholders who are material to the Company's long-term value creation journey. We assess the level of influence and impact each group has, on our operations and vice versa, helping us prioritise them for focused engagement and enhance responsiveness and strengthen alignment between business objectives and stakeholder expectations.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees & workers	No	Email, Notice Board, Website, Meetings	Regular	Discussing work conditions, professional development, safety concerns, and feedback on policies
Shareholders and Investors	No	Email, Website, Annual General Meetings (AGM), Newspaper, SMS, Press release	Regular	Financial performance, strategic direction, and investment opportunities
Customers	No	Email, Website, Surveys, advertisements, meetings	Regular	Product quality, service satisfaction, feedback, and support
Suppliers and Key Partners	No	Email, Meetings, Website	Regular	Contract performance, compliance, supply chain issues, and partnership opportunities
Regulators	No	Email, Official Reports, Compliance Audits	As required	Compliance with regulations, reporting, and policy updates
Communities	Yes	Community Meetings, Pamphlets, Newspaper, Website, CSR Activities	Regular	Community development, environmental impact, health and safety, CSR initiatives

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 2025-26			FY 2024-25		
	Total (A)	No. of employees/workers covered (B)	%(B/A)	Total (C)	No. of employees/workers covered (D)	%(D/C)
Employees						
Permanent	3145	3145	100.00%	2568	2568	100%
Other than permanent	135	135	100.00%	407	407	100%
Total Employees	3280	3280	100.00%	2975	2975	100%
Workers						
Permanent	1075	1075	100.00%	2002	2002	100%
Other than permanent	4880	4880	100.00%	5033	5033	100%
Total Workers	5955	5955	100.00%	7035	7035	100%

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to minimum wage		More than Minimum wage		Total (D)	Equal to minimum wage		More than Minimum wage	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees										
Permanent	3145	0	0.00%	3145	100.00%	2568	0	0%	2568	100%
Male	3118	0	0.00%	3118	100.00%	2531	0	0%	2531	100%
Female	27	0	0.00%	27	100.00%	37	0	0%	37	100%
Other than Permanent	135	0	0.00%	135	100.00%	407	0	0%	407	100%
Male	135	0	0.00%	135	100.00%	407	0	0%	407	100%
Female	0	0	0.00%	0	0.00%	0	0	0%	0	0%
Workers										
Permanent	1075	0	0.00%	1075	100.00%	2002	0	0%	2002	100%
Male	1075	0	0.00%	1075	100.00%	1985	0	0%	1985	100%
Female	0	0	0.00%	0	0.00%	17	0	0%	17	100%
Other than Permanent	4880	0	0.00%	4880	100.00%	5033	0	0%	5033	100%
Male	4880	0	0.00%	4880	100.00%	5020	0	0%	5020	100%
Female	0	0	0.00%	0	0.00%	13	0	0%	13	100%



3. Details of remuneration/salary/wages:

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	8	Rs.10,80,000 p.m.	2	NIL
Key Managerial Personnel	7	Rs.10,80,000 p.m.	0	NIL
Employees other than BoD and KMP	3115	Rs. 33,000 p.m	27	Rs. 23,925 p.m.
Workers	1075	Rs. 16,038 p.m	0	NIL

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	2.51%	2.14%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes. The HR Head of the company, both at plant and offices oversees the human resources function in the company

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

The Company has implemented a comprehensive grievance redressal framework to effectively identify, address, and resolve human rights-related concerns across its operations. The company also operates a Whistleblower mechanism that allows employees and stakeholders to report violations, including alleged human rights violations. These mechanisms are designed to ensure that employees and other stakeholders have access to accessible, impartial, and timely channels for raising concerns. The Human Resources (HR) department is responsible for managing workplace-related concerns, including discrimination, harassment, and unfair labour practices, and facilitates appropriate investigation, resolution, and remedial actions where necessary. Overall, the Company's internal mechanisms aim to create an inclusive work environment where all employees are treated with dignity and respect, and their concerns are addressed fairly and transparently.

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

	FY 2025-26			FY 2024-25		
	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	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of average number of female employees/workers at the beginning of the year and as at end of the year	0%	0%
Complaints on POSH upheld	0	0

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

At JBIL, the grievance mechanism incorporates safeguards to protect the confidentiality and privacy of complainants and respondents, ensuring that concerns can be raised and addressed without fear of retaliation, discrimination, or other adverse repercussions.

The Whistleblower Initiative (WI) allows employees and stakeholders to report grievances, including human rights violations, anonymously and confidentially. The Human Resources (HR) department is responsible for managing and resolving workplace-related grievances, including discrimination, harassment, and unfair labor practices, through timely investigation, mediation, and the implementation of corrective actions as appropriate.

Additionally, our Internal Complaints Committee (ICC), established in compliance with the The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 handles complaints of sexual harassment with impartiality and confidentiality. Regular training and awareness programs are conducted to educate employees and stakeholders about human rights and the available reporting mechanisms. These measures underscore JBIL's commitment to upholding ethical practices and ensuring the well-being of all stakeholders.

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

Yes

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

The entity maintains a strict policy prohibiting the employment of child labour. Compliance with applicable labour laws and ethical business practices, including the Prevention of Sexual Harassment (POSH) policy and payment of statutory minimum wages, forms an integral part of the entity's business ethics and governance framework.

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 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	12,392 GJ	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	12,392 GJ	-
From non-renewable sources		
Total electricity consumption (D)	19,89,802 GJ	25,07,735 GJ
Total fuel consumption (E)	2,01,09,707 GJ	2,78,45,831 GJ
Energy consumption through other sources (F)	-	-
Total energy consumption (D+E+F)	2,20,99,509 GJ	3,03,53,566 GJ
Total energy consumption (A+B+C+D+E+F)	2,21,11,901 GJ	3,03,53,566 GJ
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from operations)	0.000382 GJ per rupee	0.000478 GJ per rupee
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP*) (Total energy consumed / Revenue from operations adjusted for PPP)	0.00777	0.00987
Energy intensity in terms of physical output	8,546 GJ/MT	11,047 GJ/MT

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) : Yes, Independent Limited Assurance is carried out by Futurestation Services LLP

* For FY 2025–26, revenue from operations has been adjusted using the latest PPP conversion factor of 20.34 published by the International Monetary Fund (IMF) for India.

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.

Yes, JBIL Unit 1 and Unit 5 are identified as Designated Consumers under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. Both units have initiated participation in the Carbon Credit Trading Scheme (CCTS) and are undertaking focused measures — including energy audits, LED retrofits VFD/VVFD installation, transformer and motor upgrades, and waste heat recovery — to control emissions and progressively achieve the specific energy consumption targets set under the scheme.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	18,09,953	14,35,377
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	18,09,953	14,35,377
Total volume of water consumption (in kiloliters)	18,09,953	14,35,377

Parameter	FY 2025-26	FY 2024-25
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.000031 KL per rupee	0.000023 KL per rupee
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP*) (Total water consumption / Revenue from operations adjusted for PPP)	0.000636	0.000467
Water intensity in terms of physical output	0.6993 kL/MT	0.522 kL/MT
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) : Yes, Independent Limited Assurance is carried out by Futurestation Services LLP		

* For FY 2025-26, revenue from operations has been adjusted using the latest PPP conversion factor of 20.34 published by the International Monetary Fund (IMF) for India.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(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	-	-
Total water discharged (in kiloliters)		

JBIL follows a Zero Liquid Discharge (ZLD) approach, under which wastewater generated from its operations is not released into the surrounding environment. Instead, the wastewater undergoes treatment and is reused within the plant through a closed-loop system. This enables JBIL to reduce its dependence on fresh water, prevent the release of wastewater and associated pollutants, and promote responsible water resource management. The ZLD system reflects JBIL's continued commitment to environmental sustainability and the protection of surrounding ecosystems.

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

Yes. JBIL operates as a Zero Liquid Discharge facility, ensuring no untreated or treated wastewater is discharged outside plant boundaries. The ZLD mechanism is anchored by a fully integrated Effluent Treatment Plant (ETP) coupled with an advanced Reverse Osmosis (RO) system. Wastewater undergoes mechanical, biological, and membrane-based treatment; treated water is recycled back into process streams such as cooling systems, dust suppression, and material handling. The system covers all manufacturing units.

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

Parameter	Unit	2025-26	2024-25
NOx	mg/Nm ³	102	150
SOx	mg/Nm ³	241	192
Particulate matter (PM)	mg/Nm ³	28	28
Persistent organic pollutants (POP)	Persistent Organic Pollutants (POP), Volatile Organic Compounds (VOC), Hazardous Air Pollutants (HAP), are not being monitored currently.		
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others		-	-
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	

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)*	Metric tonnes of CO ₂ equivalent	43,59,031	43,56,563
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	3,92,433	3,78,270
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.000082 per rupee	0.000075 per rupee
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)		0.001671	0.001540
Total Scope 1 and Scope 2 emission intensity in terms of physical output		1.836 tCO ₂ e/MT	1.723 tCO ₂ e/MT

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 Yes, Independent Limited Assurance is carried out by Futurestation Services LLP

* For FY 2025–26, revenue from operations has been adjusted using the latest PPP conversion factor of 20.34 published by the International Monetary Fund (IMF) for India.

Previous years' figures have been revised due to change in calculation methodology.

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

Yes. JBIL has undertaken several initiatives to reduce Scope 1 and Scope 2 GHG emissions, including: replacement of conventional lighting with LED systems (with solar street lighting at JBIL Unit I); installation of energy-efficient motors, transformers, and Variable Frequency Drives (VFDs/VVFD), gradual substitution of fossil fuel with biomass in Captive Power Plants; waste heat recovery systems; deployment/consideration of AFBC, CFBC and WHRB boiler technologies; an in-house coke oven plant reducing Scope 3 transportation-related emissions; afforestation and CO₂-sequestration monitoring; and a 12.5 MW rooftop solar power system installed at Unit 3 and Unit 4, Banskopa, Durgapur, to be fully utilised in the coming years. These measures form part of the Company's Time-Bound Decarbonisation Roadmap (FY 2025–2047), covering efficiency-first measures through FY2030, technology shift/cleaner inputs through FY2036, and deep decarbonisation (including hydrogen-ready steelmaking and carbon capture feasibility) thereafter.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	0.05	0.05
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	i. Zinc Dust 39.115 MT ii. Used Oil 2260 Litre = 2.034 MT	Zinc Dust 50.78 MT
Other Non-hazardous waste generated (H). Please specify, if any. (MBF Slag, Scrap, Mill Scale, Slag)	2,54,642.08	3,18,173.42
Total (A+B + C + D + E + F + G + H)	2,54,683.28	3,18,224.25
Waste intensity per rupee of turnover (Total waste generated /Revenue from operations)	0.00000440	0.00000501
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP*) (Total waste generated / Revenue from operations adjusted for PPP)	0.00008956	0.00010352
Waste intensity in terms of physical output	0.098 MT/MT	0.116 MT/MT
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Hazardous Waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
Non- Hazardous Waste		
(i) Recycled	-	10,470
(ii) Re-used	-	6,307
(iii) Other recovery operations	2,54,642	2,55,155
Total	2,54,642	2,71,932
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Hazardous Waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	41	51
Total	41	51
Non-Hazardous Waste		
(i) Incineration	-	-
(ii) Landfilling	-	579
(iii) Other disposal operations	-	45,662
Total	-	46,241

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) : Yes, Independent Limited Assurance is carried out by Futurestation Services LLP

* For FY 2025-26, revenue from operations has been adjusted using the latest PPP conversion factor of 20.34 published by the International Monetary Fund (IMF) for India.

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.

JBIL follows structured, industry-aligned waste management practices centred on the 4R framework — Reduce, Reuse, Recycle and Recover. Waste is segregated at source into hazardous, non-hazardous, recyclable and organic categories using colour-coded bins and designated collection points. Recyclable/reusable materials are recovered in-house; hazardous waste is safely handled and transported to PCB-authorized TSDF vendors under a controlled chain of custody (manifests, authorised handlers), in line with the Hazardous Waste Management Rules and MSDS guidelines. Non-hazardous by-products (BF slag, mill scale, scrap) are reused internally or supplied to authorised downstream industries (cement, construction). An in-house biogas plant treats kitchen/organic waste. To reduce hazardous and toxic chemical usage, JBIL adopts chemical substitution (replacing harmful substances with safer/eco-friendly alternatives), process optimisation to lower chemical intensity, periodic chemical-inventory audits, strict MSDS-based storage protocols, and regular employee training on Hazardous Waste Management procedures, segregation, safe storage and emergency response. These measures align with green manufacturing principles and support continuous improvement in waste circularity.

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:

Sl. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N). If no, the reasons thereof and corrective action taken, if any.
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None of the operating sites are located within the core/buffer zone (within a 10 km radius) of any Ecologically Sensitive Area such as Protected Areas, National Parks, Wildlife Sanctuaries, Bio-Sphere Reserves, Wildlife Corridors, etc.

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

Name and brief details of project	EIA Notification No.	Date of Notification	Whether conducted by independent external agency? (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Proposed expansion cum modification of existing steel plant by capacity enhancement – Unit 1	S.O 1533(E), 14 Sep 2006 & amendments	30/12/2025	Yes	Yes	https://parivesh.nic.in/newupgrade/-/trackYourProposal/proposal-details?proposalId=IA%2FWB%2FIND1%2F562136%2F2026&proposal=1070469578
Expansion cum modification of existing Steel Plant – Unit 3	S.O 1533(E), 14 Sep 2006 & amendments	10/01/2026	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal/proposal-details?proposalId=IA%2FWB%2FIND1%2F565009%2F2026&proposal=1216426634

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:

Sl. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Yes, the Company is in compliance with all applicable environmental laws/regulations/guidelines in India, including the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, and the Environment Protection Act and rules thereunder. There were no fines, penalties, or actions by regulatory agencies/courts in FY 2025-26.

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. **6 (six)**
1. 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.

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Bengal National Chamber of Commerce	State
2	Bharat Chamber of Commerce	National
3	Indian Chamber of Commerce	National
4	Merchant's Chamber of Commerce & Industry	State
5	AIIFA Sustainable Steel Manufacturers Association	National
6	West Bengal Sponge Iron Manufacturers Association of India	State

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

Name of authority	Brief of the case	Corrective action taken
Nil	Not applicable	Not applicable

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential indicators

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

The Company's expansion initiatives during the year pertained to brownfield projects at existing locations. As these expansions did not fall within the categories of projects requiring a Social Impact Assessment (SIA) under applicable regulations, no SIA was conducted.

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

Not applicable.



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

The Company is committed to maintaining open, transparent, and accessible channels for stakeholder engagement, including mechanisms through which community beneficiaries can provide feedback and raise grievances related to its CSR initiatives

All grievances are formally acknowledged, reviewed, and addressed in a timely and fair manner. The grievance redressal framework includes a structured escalation process, with provisions for matters to be referred to the CSR Committee when appropriate.

This mechanism enables the Company to strengthen stakeholder trust, enhance the responsiveness and effectiveness of its programmes, and reinforce accountability in its community engagement efforts. Through this governance-driven and participatory approach, the Company strives to ensure that its CSR interventions remain relevant, inclusive, and responsive to community needs, while contributing to sustainable and equitable development outcomes.

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

Parameter	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	0.23%	0.36%
Sourced directly from within the district and neighbouring districts	73.71%	65.69%

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

Location	FY 2025-26	FY 2024-25
Rural	83.12%	81.58%
Semi-urban	0.21%	0.24%
Urban	0%	0%
Metropolitan	16.67%	18.18%

Previous years' figures have been revised due to change in calculation methodology

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.

JBIL has established a structured mechanism to receive, address, and resolve consumer complaints and feedback in a timely manner, with a continued focus on service improvement. Consumers can raise concerns through multiple channels, including email and dedicated helplines, which are routed to the designated support team.

Every complaint received is recorded and categorised before being directed to the relevant function, including the technical team, for resolution. Where issues pertain to product quality or operational aspects, field personnel visit the concerned dealer location or project site to assess the matter and undertake corrective action. Complaints that remain unresolved or are of a critical nature are escalated through a defined mechanism to senior management for timely intervention.

Feedback received from consumers is periodically reviewed to identify recurring patterns and areas warranting improvement. These insights are incorporated into product development and service enhancement initiatives, reinforcing JBIL's ongoing commitment to customer satisfaction and service excellence.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage Recycling	
Recycling and/or safe disposal	

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

	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

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

Locations	Number	Reason for recall
Voluntary recalls	Nil	Not applicable
Forced recalls	Nil	Not applicable

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, JBIL has established a comprehensive framework and policy for addressing cybersecurity and data privacy-related risks. These aspects are integrated into JBIL's Risk Management Policy, which provides a structured approach to managing risks associated with cybersecurity and the protection of data. The relevant policy is available on JBIL's corporate website at the following link: <https://jaibalajigroup.com/corporate-policies-and-code/>.

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.

Not Applicable, as no issues or concerns relating to advertising, the delivery of essential services, cybersecurity, or the safety of JBIL's products were reported during the financial year under review. Further, there were no penalties imposed or actions initiated by regulatory authorities in connection with the safety of the Company's products during the period.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches – **Nil**.
- Percentage of data breaches involving personally identifiable information of customers – **Nil**
- Impact, if any, of the data breaches – **Not Applicable**



Assurance Statement

To
The Management and Board of Directors,
Jai Balaji Industries Limited

Futurestation Services LLP (also referred as "FSTN" or "we" or "us") was engaged by Jai Balaji Industries Limited (also referred as "JBIL") to conduct a limited assurance procedure on the BRSR Core Disclosures FY 2025-26 as reported by JBIL for the period stated below. This Assurance Statement applies to the procedure conducted by us as per the engagement agreement dated 6th July 2026 signed between JBIL and FSTN. The determination of the BRSR Core attributes for disclosure is the sole responsibility of JBIL. FSTN's responsibility was to conduct limited assurance procedure based on applicable standards as per the engagement agreement referred above.

Reporting Period

1st of April 2025 to 31st of March 2026.

Level of Assurance

Limited Assurance. This standard requires us to comply with ethical requirements and to plan and perform our limited assurance engagement to obtain sufficient appropriate evidence about whether the BRSR Core Disclosures are free from material misstatement. We conducted our limited assurance procedure in accordance with International Standard on Assurance Engagements 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board.

The procedures we performed were based on our professional judgement and included inquiries, observation of processes performed, inspection of data recording procedures on sample basis particularly for operational attributes (like energy, GHG, water and waste), inspection of data collating and recording procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Made JBIL's management and process owners aware of the procedures to be performed by us.
- Understood and evaluated the design of the key structures, systems, processes and controls for managing, recording and reporting on the identified attributes.

- Checked consolidation for various plants and corporate offices for ensuring the completeness of data being reported
- Based on that understanding and the risks that the reported data may be materially misstated, determined the nature, timing and extent of further procedures
- Performed substantive testing on a selective basis of the identified attributes at the corporate head office in Kolkata and sample representative plants to check that data has been appropriately measured, recorded, collated and reported;
- Reviewed records and performed testing including recalculation of sample data to establish an assurance trail
- Reviewed the level of adherence to the reporting criteria and the reporting framework followed by JBIL in preparing the BRSR Core data
- Reviewed the level of risk involved in material incorrectness in recording, collating and reporting of the data
- We have relied on the information, documents, records and explanations provided by JBIL for the purpose of our review.

BRSR Core Attributes

The BRSR Core Disclosures are mentioned in page 3 of this statement.

Observations

Our observations after conducting the assurance procedure are:

1. The data on Energy, GHG, Water, Waste and Safety include only those pertaining to the five plants (unit I at Raniganj, WB, unit II at Durgapur, unit III at Durgapur, WB, unit IV at Durgapur, WB, and unit V at Durg, Chhattisgarh). The data pertaining to the offices are not accounted.
2. The safety data is based on records maintained at the plants.
3. The GHG scope 2 emissions data is location based
4. For GHG accounting, the organizational boundary is selected based on operational control
5. The data on environmental attributes related to water discharge and waste generation have a scope for improvement

6. Water is purchased in all units from local industrial estates and hence mentioned as third party purchase. This is actually surface water since the industrial estates supply treated surface water

Inherent Limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities. In addition, GHG quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emission factors and availability of updated credible values.

Assurance Opinion:

The procedures we have performed and the documents and records that were made available to us and the information and explanations provided to us by JBIL in connection to the review of the BRSR Core Disclosures provide an appropriate basis for our

conclusion. Based on the procedures performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the BRSR Core Disclosures for the year ended March 31, 2026, are not prepared, in all material respects, in accordance with the management's basis of preparation and with reference to the BRSR Core Disclosure requirements.

Statement of independence, impartiality and competence

Futurestation Services LLP is an independent professional services company that specializes in sustainability advisory and assurance services. No member of the assurance procedure performing team has a business relationship with JBIL, its directors or managers beyond that required of this assignment. We conducted this procedure independently and to our knowledge there has been no conflict of interest. The team has extensive experience in conducting assurance over environmental, social, ethical, governance, health and safety information, systems and processes, has over 30 years combined experience in this field and an excellent understanding of the subject matter.

Sudipta Das

Partner

Futurestation Services LLP

26th August, 2026

This assurance statement, including the opinion expressed herein, is provided to Jai Balaji Industries Limited and is solely for the benefit of Jai Balaji Industries Limited in accordance with the terms of our agreement. We consent to the release of this statement by you in order to satisfy the requirements of SEBI but without accepting or assuming any responsibility or liability on our part to SEBI or to any other party who may have access to this statement.



BRSR Core FY 2025-26

Sr. No.	Attribute	Parameter	Measurement	Data
1	Green-house gas (GHG) footprint	Total Scope 1 emissions	tCO2e	4359031
		Total Scope 2 emissions	tCO2e	392433
		GHG Emission Intensity (Scope 1 +2)	Total Scope 1 and Scope 2 emissions tCO2e / Mln USD adjusted for PPP	1670.82
			Total Scope 1 and Scope 2 emissions tCO2e / Total Output of Product in MT	1.84
2	Water footprint	Total water consumption	KL	1809953
		Water consumption intensity	KL / Mln USD adjusted for PPP	636.46
			KL / Product in MT	0.7
		Water Discharge by destination and levels of Treatment	KL / Primary level treatment in STP or settling tank and then release to surface water outside	0
			KL / Secondary level treatment in ETP / Release to CETP outside	0
			KL / Secondary level treatment in ETP / Release to garden inside	0
3	Energy footprint	Total energy consumed	Giga Joules	22111901
		Total energy consumed % of energy consumed from renewable sources	In % terms	0.056
		Energy intensity	GJ/ Mln USD adjusted to PPP	7775.49
			GJ/MT of Product Output	8.55
4	Embracing circularity - details related to waste management by the entity	Plastic waste (A)	MT	0
		E-waste (B)	MT	0
		Bio-medical waste (C)	MT	0.05
		Construction and demolition waste (D)	MT	0
		Battery waste (E)	MT	0
		Radioactive waste (F)	MT	0
		Other Hazardous waste. Please specify, if any. (G)	MT	41
		Other Non-hazardous waste generated (H).	MT	254642
		Total waste generated ((A+B + C + D + E + F + G + H)	MT	254683
		Waste intensity	MT / Mln USD adjusted for PPP	89.56
			MT / Unit of Product in MT	0.10
		Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations	MT	254642
			Intensity %	99.98
		For each category of waste generated, total waste disposed by nature of disposal method	MT	41
			Intensity %	0.02
5	Enhancing Employee Wellbeing and Safety	Spending on measures towards well- being of employees and workers – cost incurred as a % of total revenue of the company	In % terms	0.08
		Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	Number of Permanent Disabilities	0
			Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	E: 0 W: 0.28
			No. of fatalities	E: 0 W: 4

Sr. No.	Attribute	Parameter	Measurement	Data
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	In % terms	2.51
		Complaints on POSH	• Total Complaints on Sexual Harassment (POSH) reported	0
			• Complaints on POSH as a % of female employees / workers	0
			• Complaints on POSH upheld	0
7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – <i>Directly sourced from MSMEs/ small producers and from within India</i>	In % terms – As % of total purchases by value	0.23
		Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	In % terms – As % of total wage cost	83.33
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	In % terms	0
		Number of days of accounts payable	(Accounts payable *365) / Cost of goods/services procured	69
9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	• Purchases from trading houses as % of total purchases	16.55
			• Number of trading houses where purchases are made from	13
			• Purchases from top 10 trading houses as % of total purchases from trading houses	98.63
			• Sales to dealers / distributors as % of total sales	1.33
			• Number of dealers / distributors to whom sales are made	315
			• Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	15.93
			Share of RPTs (as respective % age) in -	
			• Purchases	1.28
			• Sales	0.84
			• Loans & advances	0
			• Investments	0