

# Jai Corp Limited

**Corporate Office:** #603, Embassy Centre, Backbay Reclamation, Nariman Point, Mumbai- 400 021. **Tel:** 91-22-3521 5146/3139 6050; **E-mail:** cs@jaicorpindia.com/  
**E-mail for investors:** cs2@jaicorpindia.com  
**CIN:** L17120MH1985PLC036500 **website:** www.jaicorpindia.com

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August 26, 2025

**The Listing Centre,  
BSE Limited.**

**The Manager, Listing Department,  
National Stock Exchange of India Limited.**

**Ref: Regulation 34 (2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

**Sub.: Business Responsibility and Sustainability Report 2024-25.**

Dear Sir / Madam,

Please find attached the Business Responsibility and Sustainability Report of the Company for the financial year 2024-25.

Kindly acknowledge receipt.  
Thanking you,  
Yours faithfully  
For **Jai Corp Limited**

**Company Secretary**  
**Enclo.: as above**

## Annexure-8 to Directors' Report

**Business Responsibility & Sustainability Reporting (BRSR)**

## SECTION A: GENERAL DISCLOSURES

## I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L17120MH1985PLC036500
2.	Name of the Entity	Jai Corp Limited
3.	Year of Incorporation	06-06-1985
4.	Registered office address	A-3, M.I.D.C. Industrial Area, Nanded, Maharashtra – 431 603.
5.	Corporate address	603 Embassy Centre, Nariman Point, Mumbai – 400 021
6.	E-mail	jaicorp@jaicorpindia.com
7.	Telephone	+91-22 3521 5146/ 3139 6050
8.	Website	www.jaicorpindia.com
9.	Financial year for which reporting is being done	FY2024-25
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange (NSE) of India Limited
11.	Paid-up Capital	INR 17,55,04,995
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	<b>Name:</b> Mr. Dinesh D. Paliwal <b>T:</b> +91-022 3521 5146/ 3139 6050 <b>E:</b> dinesh.paliwal@jaicorpindia.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 standalone basis and pertain only to "Jai Corp Limited", unless otherwise stated.
14.	Name of assurance provider	The Company has not carried out the assurance for the Business Responsibility and Sustainability Report for FY2024-25
15.	Type of assurance obtained	NA - Not Applicable

## II. Products/Services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% Of Turnover of the Entity (FY2024-25)
1.	Manufacturing	Plastic Processing	99.94%

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

Sl. No.	Product/Service	NIC Code	% Of Total Turnover Contributed
1.	Polypropylene/ High-Density Polyethylene Fabric & Sacks, Liner Bags, FIBC Jumbo Bag	22203	99.94%
2	Steel Manufacturing	24109	0.06%

## III. Operations

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

Location	Number of operational locations	Number of offices	Total number of plants and /or operations/offices
National	7	2	9
International	0	0	0

**19. Markets served by the entity:**

**a. Number of locations**

Locations	Number
National (No. of States)	13
International (No. of Countries)	11

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

The contribution of exports as a percentage to total turnover is about **10.13%**.

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

Jai Corp Limited serves a diverse B2B customer base across multiple industries, providing essential materials that support critical operations. Its product range—including woven sacks and fabric, jumbo bags, polypropylene staple fiber, geotextiles, and steel coils/sheets (Cold Rolled, Galvanized Plain/ Galvanized Corrugated, and Hot Rolled)—serves critical functions across agriculture, construction, packaging, textiles, automotive, appliances, and general engineering industries.

These products are widely used for packaging agricultural produce, soil stabilization and drainage in infrastructure projects, manufacturing non woven textiles, essential raw materials in automotive parts, consumer appliances, and engineered components among others.

**IV. Employees**

**20. Details at the end of Financial Year:**

**a. Employees and workers:**

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Employees</b>						
1	Permanent (D)	64	63	98.5%	1	1.5%
2	Other than Permanent (E)	0	0	0	0	0
3	<b>Total employees (D + E)</b>	<b>64</b>	<b>63</b>	<b>98.5%</b>	<b>1</b>	<b>1.5%</b>
<b>Workers</b>						
4	Permanent (F)	1336	1336	100%	0	0
5	Other than Permanent (G)	30	30	100%	0	0
6	<b>Total employees (F + G)</b>	<b>1366</b>	<b>1366</b>	<b>100%</b>	<b>0</b>	<b>0</b>

**b. Differently abled Employees:**

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Differently abled Employees</b>						
1.	Permanent (D)	The Company has not employed any differently abled employees. However, the Company is fully committed to providing equal opportunities to all individuals going forward.				
2.	Other than Permanent (E)					
3.	<b>Total employees (D + E)</b>					

**c. Differently abled Workers:**

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Differently abled workers</b>						
1.	Permanent (F)	Currently, the Company does not have any workers identified as differently abled. However, the Company is fully committed to providing equal opportunities to all individuals going forward.				
2.	Other than Permanent (G)					
3.	<b>Total workers (F + G)</b>					

## 21. Participation/Inclusion/Representation of women:

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	3	37.50%
Key Management Personnel (KMP)	2	0	0%

## 22. Turnover rate for Permanent Employees and Workers:

Category	FY2024-25			FY2023-24			FY2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.06%	100%	15.38%	53.09 %	66.67%	53.33%	24.00%	0.00%	24.00%
Permanent Workers	148.65%	0.00%	148.65%	127.82%	0.00%	127.82%	156.15%	0.00%	156.15%

## V. Holding, Subsidiary and Associate Companies (Including Joint Ventures)

## 23. (i) Names of holding/subsidiary/associate companies/joint ventures

Sl. 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.	Ashoka Realty and Developers Limited	Subsidiary	100%	No
2.	Belle Terre Realty Limited	Subsidiary	100%	No
3.	Ekdant Realty and Developers Limited	Subsidiary	100%	No
4.	Hari Darshan Realty Limited	Subsidiary	100%	No
5.	Hill Rock Construction Limited	Subsidiary	100%	No
6.	Hind Agri Properties Limited	Subsidiary	100%	No
7.	Iconic Realtors Limited	Subsidiary	100%	No
8.	Jai Corp Welfare Foundation	Subsidiary	100%	No
9.	Jailaxmi Realty and Developers Limited	Subsidiary	100%	No
10.	Krupa Land Limited	Subsidiary	100%	No
11.	Krupa Realtors Limited	Subsidiary	100%	No
12.	Multifaced Impex Limited	Subsidiary	100%	No
13.	Novelty Realty and Developers Limited	Subsidiary	100%	No
14.	Oasis Holding FZC	Subsidiary	75%	No
15.	Rainbow Infraprojects Limited	Subsidiary	100%	No
16.	Swar Land Developers Limited	Subsidiary	100%	No
17.	Swastik Land Developers Limited	Subsidiary	100%	No
18.	Vasant Bahar Realty Limited	Subsidiary	100%	No

Sl. 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)
19.	Welldone Real Estate Limited	Subsidiary	100%	No
20.	Yug Developers Limited	Subsidiary	100%	No
21.	Urban Infrastructure Venture Capital Limited	Subsidiary	100%	No
22.	Searock Developers FZC	Associate	50%	No
23.	Urban Infrastructure Holdings Private Limited	Associate	32%	No

## VI. CSR Details

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

Sr. No.	Particulars	Details
1	Whether CSR is applicable as per Section 135 of Companies Act, 2013	Yes
2	Turnover in INR	₹ 5,11,94,88,205
3	Net worth in INR	₹13,09,22,59,499

## 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:

Jai Corp Limited has identified its key internal and external stakeholders through a structured stakeholder mapping process and ongoing engagement initiatives. To support transparent and responsive communication, the Company has put in place a grievance redressal mechanism aimed at promptly addressing concerns raised by stakeholders. This system ensures effective resolution of issues, reinforcing trust and accountability across its stakeholder network.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes*	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes*	0	0	NA	0	0	NA
Shareholders	Yes*	46	0	All the complaints were resolved during the FY 2024-25	138	0	All the complaints were resolved during the FY 2023-24
Employees and workers	Yes*	0	0	NA	0	0	NA
Customers	Yes*	0	0	NA	0	0	NA
Value Chain Partners	Yes*	0	0	NA	0	0	NA

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Other (please specify)	Yes*	0	0	NA	0	0	NA

(\*) – Web-link of the Grievance Redressal Policy: <https://jaicorpindia.com/investor/policies.html>

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

The Company has identified the following material issues which could impact their business operation:

Sr. No.	Material issues 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	Occupational Health and Safety (OHS)	Risk	Occupational Health and Safety (OHS) is a critical issue impacting employee well-being and organizational performance. Ensuring worker safety is both a legal obligation and a moral duty, affecting employee morale, productivity, and retention. Workplace accidents and hazards pose risks. Effective OHS management is essential to mitigate these risks and prevent safety-related incidents. The Company prioritizes OHS to create a safe work environment and empower employees.	The Company is dedicated to robust Health and Safety management to ensure employee well-being. Approach includes: Identifying and managing work-related hazards through regular inspections and consultations. Providing safety induction training, daily toolbox talks, and job safety training. Enforcing strict safety protocols with necessary equipment and first-aid resources. Offering access to medical facilities managed by qualified practitioners. Adhering to safety standards with stability certificates for factory buildings. Promoting safety awareness through ongoing training programs. Implementing insurance policies for fire, safety, group, and personal accidents.	Negative

Sr. No.	Material issues 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)
2	Community Engagement and Social Impact	Opportunity	<p>The Company views community engagement as a strategic opportunity to foster goodwill and gain a competitive edge. By investing in community support initiatives, the Company enhances its business prospects and contributes positively to the local areas in which it operates. The focus is on promoting economic development and sustainability, aligning the Company's values with its actions for a more inclusive future.</p> <p>The Company engages proactively with local communities to address concerns, gather feedback, and ensure its efforts meet the needs of those communities. By integrating community input, the Company aims to create initiatives that are responsive and beneficial to all stakeholders.</p> <p>This approach helps the Company build strong relationships, enhance its reputation, and support social and economic growth. By embracing social responsibility, the Company seeks to drive meaningful change and uphold ethical business practices.</p>	Nil	Positive
3	Energy Management	Risk and Opportunity	<p>Energy management represents a dual challenge and opportunity for the Company amid an evolving energy landscape.</p> <p>Risk: Inefficient energy use and reliance on fossil fuels expose the Company to operational and financial vulnerabilities, such as fluctuating energy prices that can inflate production costs and threaten profit margins. Stricter regulations on carbon emissions can pose compliance challenges, with potential legal penalties and damage to the Company's reputation. Fluctuating energy prices can lead to increased production costs, impacting profit margins. The Company's reliance on non-renewable energy sources could negatively impact its brand image among stakeholders.</p> <p>Opportunity: There is a significant opportunity for the Company to unlock long-term value through a strategic approach to energy management. By adopting energy-efficient technologies and optimizing consumption patterns, the Company can reduce operational costs while improving overall performance and resilience. A proactive shift toward renewable energy sources—such as solar, wind, or hybrid systems—positions the Company as a leader in sustainable operations, aligning with stakeholder expectations and regulatory trends. This will enable the company to lower its carbon footprint, create competitive edge, and enhance the Company's sustainability credentials.</p>	<p>Developed a comprehensive energy management strategy focused on optimizing energy consumption, improving efficiency, and reducing operational costs.</p> <p>Committed to minimizing environmental impact by aligning energy practices with sustainability goals and regulatory expectations.</p> <p>Installed solar power plants as a renewable energy source to diversify the Company's energy mix and reduce dependence on fossil fuels.</p> <p>Enhanced energy efficiency across operations through the adoption of energy-saving technologies and process improvements.</p>	Negative and Positive

Sr. No.	Material issues 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)
4	Carbon Emissions	Opportunity	<p>The Company views the reduction of carbon emissions as a strategic opportunity aligned with evolving environmental expectations and market demands. With sustainability increasingly becoming a priority in the manufacturing sector, the company is dedicated to investing in low-carbon technologies and eco-friendly processes.</p> <p>Beyond the positive environmental impact, the company focuses on emission reduction to deliver meaningful cost savings and operational efficiencies. The company aims to adopt energy-efficient technologies, waste reduction initiatives, and improve operational efficiency, to achieve both environmental responsibility and long-term financial benefits.</p>	Nil	Positive
5	Supply Chain Management	Risk	<p>Disruptions in the supply of raw materials, transportation, or logistics can result in significant losses in productivity and revenue. Additional factors such as market volatility, political instability, and natural disasters emphasize the need for strong and adaptable supply chain strategies. The company may suffer amplified procurement risk by relying heavily on a small number of suppliers or vendors. This could jeopardize business continuity, affect operational resilience and impact profitability.</p>	<p>The Company has developed strong, long-term relationships with a diverse network of suppliers and vendors.</p> <p>Prioritizing communication and regular discussions to ensure a seamless production process and timely availability of necessary supplies.</p> <p>Incorporating proactive risk management strategies to foster resilience against potential disruptions.</p>	Negative
6	Risk Management and Cyber Security	Risk	<p>The Company may be exposed to cyber attacks, data breaches, and ransomware, which can lead to financial losses, operational disruptions, reputational damage, data compromise, and loss of customer trust. Recognizing and addressing these cybersecurity risks is essential to safeguarding operations, maintaining consumer confidence, and ensuring long-term business continuity.</p>	<p>The Company has established a comprehensive Risk Management Policy to proactively identify, assess, and mitigate a broad spectrum of risks. The policy provides a structured framework for effectively managing risk-related challenges across the organization.</p> <p>A robust Cybersecurity Policy has been implemented, prioritizing the identification and resolution of potential cybersecurity threats.</p> <p>The Company also has a defined IT Policy, reinforcing efforts to prevent incidents and minimize potential damage.</p> <p>The established policies ensure a proactive and resilient approach to safeguarding the Company's operations and assets.</p>	Negative

Sr. No.	Material issues 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)
7	Water Management	Opportunity	<p>Water pollution and scarcity pose significant operational and environmental risks. Water management will enable the Company to reduce water consumption, lower costs, and minimize environmental impact.</p> <p>Along with optimize and efficient use of water resources the company can ensure alignment with regulatory compliance, strengthens its reputation, and enhances market competitiveness, while positioning itself for long-term sustainability.</p>	Nil	Positive
8	Labor Practices and Human Rights	Risk	<p>Fair labour practices, respect for human rights, and compliance with labour laws are essential to maintaining a motivated and productive workforce. Upholding these principles is crucial for avoiding legal, reputational, and operational risks. By prioritizing ethical labour practices, the Company ensures a positive work environment, strengthens its reputation, and mitigates potential risks, contributing to long-term business success and sustainability.</p>	<p>The Company has established clear, well-defined policies to prioritize and safeguard human rights, integrated into the Company's Code of Conduct.</p> <p>Comprehensive training is provided to employees, specifically focusing on human rights issues, ensuring awareness and compliance across all levels of the organization.</p>	Negative
9	Product Quality and Safety	Risk and Opportunity	<p>Ensuring product safety, meeting quality standards, and offering transparent product information are critical to building consumer trust, maintaining brand reputation, and ensuring regulatory compliance. Any product defects or safety concerns can result in costly recalls, additional cost of managing the recalled products, legal liabilities, and significant damage to the brand's reputation. Prioritizing these elements helps mitigate risks, safeguard the Company's standing, and foster long-term customer loyalty.</p>	<p>The Company follows strict quality control procedures at every stage of production to ensure product consistency and safety.</p> <p>The Company complies with all relevant safety regulations and industry standards to ensure products meet the highest safety criteria.</p> <p>Products undergo thorough testing to identify potential issues and ensure they meet quality and safety requirements before reaching the market.</p> <p>The Company provides clear, honest product information, ensuring consumers are fully informed about product safety and quality.</p>	Positive

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

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

Sl. No.	Principle Description	Reference of Jai Corp Limited Policies / Procedure/Standard
1	Businesses should conduct and govern themselves with Ethics, Transparency and Accountability.	<ul style="list-style-type: none"> <li>• Code of Conduct and Business Ethics for Directors and Senior Management</li> <li>• Anti-Bribery and Anti-Corruption Policy</li> <li>• Vigil Mechanism &amp; Whistle Blower Policy</li> <li>• Policy Framework on Business Responsibility</li> <li>• Grievance Redressal Policy</li> </ul>
2	Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle	<ul style="list-style-type: none"> <li>• Policy Framework on Business Responsibility</li> <li>• Grievance Redressal Policy</li> </ul>
3	Businesses should promote the well-being of all employees.	<ul style="list-style-type: none"> <li>• Code of Conduct Policy</li> <li>• Vigil Mechanism &amp; Whistle Blower Policy</li> <li>• Nomination and Remuneration Policy</li> <li>• Policy Framework on Business Responsibility</li> <li>• Equal Opportunity Policy</li> <li>• Grievance Redressal Policy</li> </ul>
4	Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.	<ul style="list-style-type: none"> <li>• Code of Conduct Policy</li> <li>• Corporate Social Responsibility Policy</li> <li>• Policy Framework on Business Responsibility</li> </ul>
5	Businesses should respect and promote human rights.	<ul style="list-style-type: none"> <li>• Code of Conduct Policy</li> <li>• Policy Framework on Business Responsibility</li> <li>• Vigil Mechanism &amp; Whistle Blower Policy</li> <li>• Grievance Redressal Policy</li> </ul>
6	Businesses should respect, protect, and make efforts to restore the environment.	<ul style="list-style-type: none"> <li>• Policy Framework on Business Responsibility</li> </ul>
7	Businesses when engaged in influencing public and regulatory policy, should do so in a responsible manner	<ul style="list-style-type: none"> <li>• Policy Framework on Business Responsibility</li> <li>• Policy for Determination of Materiality of an Event or Information and Archiving</li> <li>• Policy on Related Party Transaction</li> </ul>
8	Businesses should support inclusive growth and equitable development	<ul style="list-style-type: none"> <li>• Corporate Social Responsibility Policy</li> <li>• Policy Framework on Business Responsibility</li> </ul>
9	Businesses should engage with and provide value to their customers and consumers in a responsible manner	<ul style="list-style-type: none"> <li>• Policy Framework on Business Responsibility</li> <li>• Cybersecurity Policy IT Policy</li> </ul>

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web-Link of the Policies, if available	<a href="https://jaicorpltd.com/investor/policies.html">https://jaicorpltd.com/investor/policies.html</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4. Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) mapped to each principle.	<ul style="list-style-type: none"> <li>- ISO 9001: 2015 (Quality Management System Standard)</li> <li>- BIS Certifications: 7800042310, 7800042209 &amp; 7800042411</li> <li>- EPR Certified: PR-20-DAD-01-AAACJ2591A-23</li> </ul>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Jai Corp Limited has not set specific commitments or objectives for FY 2024–25. However, the Company remains focused on developing sustainability goals aligned with its operational framework and regulatory requirements. Acknowledging the importance of measurable targets in driving long-term progress, the Company will continue to assess its performance and explore the potential for establishing defined commitments in the future.								
6. Performance of the entity against specific commitments, goals, and targets along with reasons in case the same are not met.	Jai Corp Limited is committed to responsible and sustainable business practices and has begun evaluating its Environmental, Social, and Governance (ESG) performance across operations. Looking ahead, the Company aims to establish clear goals and will actively monitor progress against defined commitments and targets in the years to come.								
<b>Governance, leadership, and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>Sustainability is a core focus at Jai Corp Limited, shaping every facet of its business operations. The Company is committed to reducing its environmental footprint by minimizing waste through recycling and effective resource management, adopting energy-efficient technologies and implementing strong water stewardship practices, including the recycling and reuse of water within its operations.</p> <p>As part of its broader sustainability strategy, Jai Corp has invested in renewable energy, particularly solar power, to reduce dependence on fossil fuels and lower greenhouse gas emissions. Beyond environmental efforts, the Company places equal emphasis on social and governance responsibilities. It fosters a diverse and inclusive workplace, upholds fair labor practices, and ensures the health and safety of its employees and workers.</p> <p>Strong governance underpins Jai Corp’s operations, guided by principles of transparency, accountability, and ethical conduct. The Company also actively contributes to community development through Corporate Social Responsibility (CSR) initiatives in the regions where it operates. In essence, Jai Corp is committed to advancing sustainability, supporting communities, and maintaining the highest standards of corporate responsibility.</p>								

<p><b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies</b></p>	<p>DIN Number: 07017428                  Name: Mr. Kaushik Deva                  Designation: Independent Director                  Telephone number: (+91) 22 43490400                  E-mail ID: <a href="mailto:kaushikdeva@gmail.com">kaushikdeva@gmail.com</a></p>
<p><b>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.</b></p>	<p>Yes. The Business Responsibility and Sustainability Committee oversees decision-making on sustainability-related matters within Jai Corp Limited. The Committee comprises Mr. K. Deva (Independent Director), Mr. Anand Jain (Chairman), and Mr. Virendra Jain (Vice Chairman), with Mr. K. Deva serving as the Chairman of the Committee. This governance structure reflects the Company's commitment to integrating sustainability into its strategic and operational decision-making.</p>

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/ Quarterly/ Any other– please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes, The Board of Directors and the Business Responsibility and Sustainability Committee have conducted a review of the Company's performance in relation to policies, as well as has taken the necessary follow-up actions.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company upholds rigorous adherence to all legal obligations mandated by statutory requirements. In the event of any instance of non-compliance, both the Audit Committee and the Risk Management Committee are promptly notified.																	
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	The Company conducts regular internal reviews to assess the effectiveness of its policies and their implementation. No external audit has been conducted to validate these reviews in FY2024-25.								

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

Not Applicable.

## 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 who aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

### I. Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

#### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	00	Nil	0%
Key Managerial Personnel (KMP)	01	<ul style="list-style-type: none"> <li>- Code of Conduct</li> <li>- Anti-bribery and anti-corruption</li> <li>- Insider Trading</li> <li>- Prevention of Sexual Harassment</li> <li>- Health and Safety</li> </ul>	100.00%
Employees other than BoD and KMPs	04	<ul style="list-style-type: none"> <li>- Code of Conduct</li> <li>- Insider Trading</li> <li>- Prevention of Sexual Harassment</li> <li>- Health and Safety</li> <li>- Skill Upgradation</li> <li>- Fire Drills</li> <li>- Human Rights</li> </ul>	100.00%
Workers	12	<ul style="list-style-type: none"> <li>- Health and Safety</li> <li>- Skill Upgradation</li> <li>- Human Rights</li> <li>- Fire Drills</li> </ul>	100.00%

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

There have been no instances of fines/penalties/compounding fee/settlement/imprisonment/punishment for FY 2024-25.

#### 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.

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 Corp Limited has established and implemented an Anti-Bribery and Anti-Corruption Policy that applies to all employees and business associates, reinforcing its commitment to ethical business practices. The Company upholds the highest standards of integrity, professionalism, and transparency in all its interactions and transactions.

To ensure open and responsible communication, a Whistleblower and Vigil Mechanism Policy is in place, enabling directors, employees, and other stakeholders to report unethical conduct, suspected fraud, or genuine concerns without fear of retaliation.

Link: <https://jaicorpindia.com/investor/policies.html>

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

Case details	FY 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

There have been no complaints with regard to conflict of interest against Board of Directors or KMPs for FY 2024-25 and FY 2023-24.

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

As there have been no fines, penalties, or actions imposed by regulatory authorities, law enforcement agencies, or judicial institutions in relation to corruption or conflicts of interest, no corrective actions have been undertaken.

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	1.81	5.95

**9. Open-ness of business**

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0	0

Parameter	Metrics	FY 2024-25	FY 2023-24
Share of Related Party Transactions in	a. Purchases (Purchases with related parties / Total Purchases)	0	0
	b. Sales (Sales to related parties / Total Sales)	0	0
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total Investments made)	0	0

#### Leadership Indicators

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

For FY2024-25, Jai Corp Limited has not conducted dedicated training sessions on the National Guidelines on Responsible Business Conduct (NGRBC) principles for its value chain partners.

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

Yes. To prevent conflicts of interest, Jai Corp Limited ensures strict compliance with statutory requirements by requiring directors, Key Managerial Personnel (KMPs), and senior management to make the necessary disclosures. This practice fosters transparency and accountability, reinforcing the Company's commitment to sound corporate governance.

**II. Principle 2: Businesses should provide goods and services in a manner that is Sustainable and Safe**

#### Essential Indicators

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

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	0	0	Jai Corp Limited has not allocated specific funds for research and development aimed at improving the environmental and social impacts of its operations. However, the Company acknowledges the significance of these efforts and is committed to integrating them into its future strategies.
Capex	0	0	Recognizing the long-term value of investing in sustainable technologies and practices, the Company is focused on exploring innovative solutions that not only enhance its environmental and social impact but also provide lasting benefits to its stakeholders.

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

Jai Corp Limited has established robust procedures for sustainable sourcing, ensuring that key materials such as polypropylene and polyethylene are sourced entirely from a reputable domestic petrochemical manufacturer committed to sustainability.

The Company meticulously plans its sourcing to align with production needs, ensuring responsible procurement practices. The primary raw materials, including PP (Polypropylene)/HD (High-Density Polyethylene)/LD (Low-Density Polyethylene), are sourced from domestic petrochemical suppliers, with only a minimal quantity of ancillary materials procured from local vendors. These sourcing strategies underscore the Company's commitment to sustainability and ethical procurement practices, with 100% of raw materials sourced sustainably.

**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:**

Jai Corp Limited places a strong emphasis on sustainability and responsible waste management across its operations. While the Company does not yet have a formal process for reclaiming its products for reuse, recycling, or disposal at the end of their life Cycle, it is committed to minimizing environmental impact through strategic partnerships with authorized vendors who specialize in recycling and waste disposal services.

**a. Plastics:** The process follows segregating plastic waste based on type and ensuring proper collection and storage. The Company strives towards developing and enhancing its recycling capabilities ultimately transforming collected plastic waste into valuable resources for reuse. This helps the Company to reduce the overall consumption of virgin plastic for product development. Currently, Jai Corp Limited is exploring innovative strategies to reduce plastic packaging, encouraging the adoption of recycled materials and participating in circular economy initiatives.

**b. E-waste:** The Company follows strict protocols for the collection, storage, and transportation of e-waste, ensuring all items are handled in an environmentally responsible manner to completely commit to the sustainable management of electronic waste (e-waste) at the end of its product life cycle. Through collaboration with certified e-waste recyclers who use eco-friendly techniques, the company ensures the safe recovery of valuable components and the proper management of hazardous substances in e-waste. The company maintains full Compliance with all relevant regulations to guarantee the responsible disposal, recovery of valuable resources, and recycling of electronic products.

**c. Hazardous Waste:** A well-structured comprehensive procedure for managing hazardous waste generated during its manufacturing processes is established by the Company. These procedures include identifying, segregating, and storing hazardous materials in designated containers to ensure safety. The Company works with licensed waste management vendors who handle the collection, transportation,

treatment, and disposal of hazardous waste in strict compliance with safety regulations and legal requirements. These trusted vendors employ approved methods to minimize environmental impact while ensuring the safe disposal of hazardous substances.

**d. Other Waste:** Beyond plastics, e-waste, and hazardous materials, the Company takes a holistic approach to waste reduction across all aspects of its operations. The Company continuously develops strategies to optimize processes, improve resource efficiency, and minimize overall waste generation. By actively implementing waste segregation and recycling practices wherever possible, the Company ensures that non-hazardous waste is properly sorted, collected, and disposed of in accordance with relevant regulations.

As an additional measure, the Company responsibly disposes of surplus materials by auctioning non-hazardous waste through the MSTC (Metal Scrap Trade Corporation) portal to authorized government agencies.

**4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Although the Company's activities fall under the scope of Extended Producer Responsibility (EPR), it sells its plastic packaging products to registered vendors who act as brand owners and have formally assumed the EPR obligations; therefore, the Company does not bear any direct obligation for managing plastic waste under the EPR framework.

**Leadership Indicators**

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

The Company has not conducted any Life Cycle Perspective / Assessments (LCA) for the FY 2024-25.

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

Not Applicable

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

To reduce the excessive use of virgin plastic in the manufacturing process and promote effective waste management, the company actively recycles approximately 10-12% of the plastic waste it generates, which is then reused for captive consumption. This approach helps manage the waste generated and also reduces the volume of waste sent to landfills.

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

The Company does not have a standard procedure in place for reclaiming its products at the end of their life cycle, thus, currently the company does not measure and quantify the amount of products reused, recycled and safely disposed of.

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

Not Applicable

- III. **Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains**

**Essential Indicators**

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	63	0	0%	47	75%	0	0%	0	0%	0	0%
Female	1	0	0%	1	100%	1	100%	0	0%	0	0%
<b>Total</b>	<b>64</b>	<b>0</b>	<b>0%</b>	<b>48</b>	<b>75%</b>	<b>1</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent Employees</b>											
Male	The Company does not have any employees other than permanent employees.										
Female											
<b>Total</b>											

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	1336	0	0%	1336	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>1336</b>	<b>0</b>	<b>0%</b>	<b>1336</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent Workers</b>											
Male	30	0	0%	30	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>30</b>	<b>0</b>	<b>0%</b>	<b>30</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	0.07%	0.05%

**2. Details of retirement benefits:**

The company ensures that all workers and employees are enrolled in the Employees' Provident Fund scheme, in line with The Employees' Provident Funds and Miscellaneous Provisions Act, 1952, and also provides gratuity benefits as per the provisions of the Payment of Gratuity Act, 1972.

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	57.81%	99.25%	Y	61.54%	99.27%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	2%	-	Y	11%	-	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 company has taken important steps to ensure that its premises and offices are accessible to differently-abled employees and workers, in line with the requirements of the Rights of Persons with Disabilities Act, 2016. These steps include providing ramps, wide doorways, accessible restrooms, and designated parking spaces. The company is committed to continuously improving accessibility to ensure that all employees, regardless of their abilities, can fully access and benefit from the company's facilities and services.

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

Yes, the company has an Equal Opportunity Policy in place, emphasizing fairness and inclusivity throughout the workforce. The company is committed to treating all employees equally, ensuring equal opportunities in recruitment, hiring, promotions, and other employment practices. Non-discrimination is a core value, and the company strives to provide a work environment where every employee is treated fairly and given equitable consideration.

Policy Link: <https://jaicorpindia.com/pdf/Equal-Opportunity-Policy.pdf>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0%	0%	0%	0%
Female	1%	100%	0%	0%
<b>Total</b>	<b>1%</b>	<b>100%</b>	<b>0%</b>	<b>0%</b>

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

<b>Permanent workers</b>	<p>The Company has a clear mechanism for receiving and addressing grievances outlined its its grievance redressal policy. The stakeholders can raise complaints through various channels, including phone, email, or post.</p> <p>Once a complaint is received, the assigned Point of Contact (PoC) will acknowledge it and may conduct an investigation if necessary. Complaints deemed frivolous will be rejected, and the complainant will be informed. Valid complaints will be documented and resolved within 60 days, with the complainant kept informed of progress.</p> <p>The Company guarantees that employees and workers can address their grievances through designated channels, with concerns being promptly handled and resolved by the appropriate authority within a set timeframe. To support effective communication, all employees have access to the following channels:</p> <p><b>Whistleblower</b> <a href="mailto:jaicorp@jaicorpindia.com">jaicorp@jaicorpindia.com</a></p> <p><b>POSH</b> <a href="mailto:rahul.ahire@jaicorpindia.com">rahul.ahire@jaicorpindia.com</a></p> <p><b>HR point of contact</b> <a href="mailto:rahul.ahire@jaicorpindia.com">rahul.ahire@jaicorpindia.com</a></p>
<b>Other than permanent workers</b>	
<b>Permanent employee</b>	
<b>Other than permanent employee</b>	

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

Jai Corp limited is committed to upholding the highest standards of human rights and fostering an inclusive and respectful workplace environment. We recognize that respecting human rights is not only a fundamental ethical obligation but also a cornerstone for sustainable business growth. We are dedicated to creating an environment where employees can express their views, collaborate, and advocate for their interests without fear of retaliation or discrimination.

Although, currently, none of our employees or workers are part of any trade unions, we remain steadfast in our support for their freedom to do so. We ensure that all employees are fully informed of their rights regarding association and provide platforms for open dialogue and feedback.

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

	FY 2024-25					FY 2023-24				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Permanent Employees</b>										
Male	63	63	100%	63	100%	64	64	100%	64	100%
Female	1	1	100%	1	100%	1	1	100%	1	100%
<b>Total</b>	<b>64</b>	<b>64</b>	<b>100%</b>	<b>64</b>	<b>100%</b>	<b>65</b>	<b>65</b>	<b>100%</b>	<b>65</b>	<b>100%</b>
<b>Permanent Workers</b>										
Male	1336	1336	100%	1336	100%	1378	1378	100%	1378	11.31%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Total</b>	<b>1336</b>	<b>1336</b>	<b>100%</b>	<b>1336</b>	<b>100%</b>	<b>1378</b>	<b>1378</b>	<b>100 %</b>	<b>1378</b>	<b>100%</b>

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	63	63	100%	64	64	100%
Female	1	1	100%	1	1	100%
<b>Total</b>	<b>64</b>	<b>64</b>	<b>100%</b>	<b>65</b>	<b>65</b>	<b>100%</b>
<b>Permanent Workers</b>						
Male	1336	1336	100%	1378	1378	100%
Female	0	0	0%	0	0	0%
<b>Total</b>	<b>1336</b>	<b>1336</b>	<b>100%</b>	<b>1378</b>	<b>1378</b>	<b>100%</b>

10. Health and safety management system:

a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, what is the coverage of such a system?**

The Company is dedicated to creating a safe and healthy work environment, recognizing the crucial link between employee well-being and business success. A comprehensive Health and Safety management system is established, which sets clear expectations and responsibilities for both employers and employees to ensure a safe workplace.

The Company takes a holistic approach to health and safety, focusing on the identification and management of work-related hazards. Regular medical check-ups are conducted, ongoing education on health and safety practices is provided, and access to healthcare benefits is made available to employees.

The health and safety of the workforce is of top priority for the Company, it aims to foster a positive and productive work environment that benefits all employees.

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

The Company routinely performs inspections, observations, and consultations with employees to recognize possible dangers in the workplace. This procedure includes a detailed examination of work processes, equipment, materials, and any other elements that might threaten employee safety and health.

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

The Company places utmost importance on the safety and well-being of its employees and workers. To empower workers with the skills needed to identify and address potential hazards, the Company provides comprehensive safety induction training, which includes daily toolbox talks and job safety training. The enforcement of rigorous safety protocols underscores the Company's efforts to maintaining a safe work environment.

Continuous efforts are undertaken to enhance safety practices, ensuring worker protection while optimizing efficiency and productivity. By prioritizing safety, the Company enables workers to perform with confidence and security. This approach enables to cultivate a positive work environment that is conducive to sustainable growth. The Company recognizes that investing in safety measures is vital for both workforce well-being and operational efficiency. Through ongoing training and strict enforcement of safety standards, the Company strives to create a workplace where safety is paramount and valued by all.

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

The Company is dedicated to safeguarding the health and safety of its employees through a range of comprehensive safety measures and facilities. The Company ensures that essential safety information is readily accessible by prominently displaying safety posters throughout the workplace. Employees are equipped with necessary safety gear, and the availability of a fully stocked first-aid box ensures immediate response to any minor injuries or health concerns.

Recognizing the importance of hydration and health, the Company ensures that employees and workers have access to purified drinking water during the workday. To attain medical needs, the Company has established adequate medical facilities, managed by a qualified full-time medical practitioner. This allows employees to receive prompt and professional medical care, enhancing their overall health and safety.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
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

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

The Company has implemented a comprehensive strategy to ensure the health and safety of its employees, integrating a variety of measures and resources designed to protect and support its workforce.:

- Safety Resources and Facilities: The Company ensures a safe working environment by providing essential safety resources such as prominently displayed safety posters, necessary safety equipment, a fully stocked first-aid box, and access to purified drinking water. Additionally, an on-site medical facility managed by a qualified full-time medical practitioner is available to address any health concerns promptly.
- Infrastructure Safety Compliance: In adherence to the Factories Act, 1948, the Company diligently obtains stability certificates for all factory buildings. This compliance ensures that the Company's infrastructure meets necessary safety standards, promoting employee well-being and mitigating potential risks.
- Safety Awareness and Training: The Company actively promotes safety awareness among its staff and workers through ongoing training programs. These initiatives empower employees with the knowledge and skills to prioritize safety in their daily tasks, contributing to a secure work environment.
- Insurance and Risk Management: To safeguard its interests and protect its employees, the Company implements suitable insurance policies, including fire, safety, group, and personal accident insurance. These policies provide additional financial coverage and support in unforeseen events, reinforcing the Company's commitment to employee welfare and risk management.

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

Category	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

**14. Assessments for the year:**

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

**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 is proactive in addressing safety-related incidents by implementing corrective measures and regularly evaluating health and safety practices to identify and mitigate potential risks. It ensures that safety protocols are effectively applied across all facilities, conducting frequent reviews to maintain a secure environment for all employees and workers.

The Company's risk management policy provides a structured framework for identifying, prioritizing, and mitigating risks that could adversely affect employee and worker safety.

**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 comprehensive insurance coverage to its employees and workers, including Group Life Insurance and Accidental Life Insurance.

**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 has established formal agreements with its value chain partners to ensure the proper deduction and deposit of all statutory dues. This includes strict adherence to statutory obligations such as Goods and Services Tax (GST) and Tax Deducted at Source (TDS) payments. GST payments are made only after they are correctly reflected on the GST portal, ensuring compliance with relevant regulations. Similarly, TDS is promptly deducted and paid in accordance with statutory provisions. Through these diligent practices, the Company demonstrates its commitment to legal compliance and financial transparency.

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

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes, the Company management holds the discretion to consider certain employees for advisory roles after they reach retirement age.

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

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	The Company has not carried out any assessment of its value chain partners in the current financial year.
Working Conditions	The Company adheres with its Code of Conduct to ensure highest standards of health, safety, and working conditions. Along with its own operations, the Company extends compliance to its Code of Conduct for its value chain partners, by actively promoting and encouraging them to prioritize these standards, fostering a culture of safety and well-being

**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.**

As there have not been any instances of any significant risks for the FY2024-25, no corrective action plans have been developed to address any risks / concerns.

**IV. Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.**

**Essential Indicators**

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

Identifying key stakeholders is essential for effective communication, decision-making, and strategic planning. The Company has made efforts to understand its objectives and analyzed both external and internal environments to identify individuals or groups significantly affected by or impacting the Company's operations. Jai Corp limited has conducted stakeholder mapping and analysis to assess each stakeholder's influence and interest. Stakeholders are then categorized by their influence and interest levels, allowing us to prioritize engagement strategies.

The list of these prioritized stakeholders is outlined below:

**Internal Stakeholders:**

- Employees
- Board of Directors

**External Stakeholders:**

- Distributors
- Suppliers
- Vendors
- Customers
- Communities
- Investors
- Government

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Email, SMS, Meetings, Notices, Website	Quarterly Others – as per requirement	Addressing concerns, feedback, and updates on company policies, performance, and employee well-being.
Board of Directors	No	Email, Meetings, SMS, Website	Quarterly or such lesser frequency as per requirement. Others – as per requirement	Strategic planning, decision-making, performance review, and governance matters.
Distributors	No	Email, SMS, Meetings	Quarterly	Sales updates, product information, addressing concerns, and gathering feedback.
Suppliers	No	Email, Meetings	Quarterly	Supply chain management, quality control, and addressing concerns or issues.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Vendors	No	Email, Meetings	Quarterly	Managing vendor relationships, discussing contracts, and addressing concerns.
Customers	No	Email, SMS, Advertisement	Annually	Gathering feedback, addressing concerns, product/service updates, and loyalty programs
Communities	Yes	Community Meetings, Website, Notice Board	Quarterly	Engaging with the local community, addressing concerns, discussing social responsibility initiatives, and gathering feedback.
Investors	No	Email, Physical Notices, Newspaper advertisements, Meetings, Website shareholder meetings, and addressing investor queries.	Quarterly or as per statutory requirement. meetings, and addressing investor queries.	Financial performance updates, shareholder meetings, and addressing investor queries.

**Leadership Indicators**

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

Yes, Stakeholder consultation is essential for Jai Corp in addressing and managing environmental and social issues. The Company’s policies on these matters are developed through continuous engagement with a wide range of stakeholders. These collaborative interactions help ensure that the Company’s policies align with the needs and expectations of all involved parties.

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

Stakeholder consultation is vital for Jai Corp in identifying and addressing environmental and social issues. The Company’s policies in these areas are developed through continuous dialogue with diverse stakeholders. The engagements with stakeholders ensures that the Company’s policies are aligned with the needs and expectations of all relevant parties involved.

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

The Company prioritizes regular engagement with disadvantaged, vulnerable, and marginalized stakeholders, actively contributing to the socio-economic development of communities near its premises and at the main locations in Dadra and Nagar Haveli and Daman and Diu. The focus is on empowering underprivileged and marginalized groups by providing opportunities to improve their circumstances and achieve equality with others.

Robust processes for stakeholder consultation have been established, ensuring thorough discussion and consideration of economic, environmental, and social topics. When consultation is delegated, the Company ensures that feedback is effectively communicated to the Board. Direct engagement with stakeholders, along with collaboration with CSR project partners, helps assess expectations and gather feedback on the impact and success of CSR initiatives. The Company regularly reviews the potential to scale up efforts and explore additional avenues for engagement and support.

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

**Essential Indicators**

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	64	64	100%	65	65	100%
Other than permanent	0	0	0%	0	0	0%
<b>Total Employees</b>	<b>64</b>	<b>64</b>	<b>100%</b>	<b>65</b>	<b>65</b>	<b>100%</b>
<b>Workers</b>						
Permanent	1336	1336	100%	1378	1378	100%
Other than permanent	30	30	100%	0	0	0%
<b>Total Workers</b>	<b>1366</b>	<b>1366</b>	<b>100%</b>	<b>1378</b>	<b>1378</b>	<b>100%</b>

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than minimum Wage		Total (D)	Equal to Minimum Wage		More than minimum wage	
		No. (B)	%(B/A)	No.(C)	%(C/A)		No.(E)	%(E/D)	No.(F)	%(F/D)
<b>Employees</b>										
<b>Permanent</b>	64	0	0%	64	100%	65	0	0%	65	100%
Male	63	0	0%	63	100%	64	0	0%	64	100%
Female	1	0	0%	1	100%	1	0	0%	1	100%
<b>Other than Permanent</b>	0	0	0%	0	0%	0	0	0%	0	0%
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Workers</b>										
<b>Permant</b>	1336	0	0%	1336	100%	1378	0	0%	1378	100%
Male	1336	0	0%	1336	100%	1378	0	0%	1378	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Other than Permanent</b>	30	0	0%	30	100%	0	0	0%	0	0%
Male	30	0	0%	30	100%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%

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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	1	84,10,200	0	0
Key Managerial Personnel (KMP)	2	38,14,056	0	0
Employees other than BoD and KMP	60	11,20,807	1	3,01,200
Workers	1336	2,64,554	0	0

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	0.09%	0.63%

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 head of HR department is the designated focal point and holds the responsibility of addressing human rights impacts within the Company.

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

The Company has established a comprehensive grievance redressal process to address human rights issues effectively. This process is part of its broader commitment to uphold human rights within the organization and throughout its supply chain.

**Policy Framework and Training:** The Company has rigorous policies governing human rights, and it prioritizes the well-being and dignity of all individuals involved in its operations. Regular training programs are provided to employees to raise awareness about human rights issues and equip them with the necessary knowledge and tools to identify and address potential violations.

**Grievance Redressal Channels:** Dedicated channels are available for stakeholders to raise grievances, ensuring they have clear avenues to express concerns. Stakeholders can submit complaints via phone, email, or post, with options for anonymity if preferred. Specific contact details are provided for different stakeholder groups, including investors and other stakeholders.

**Point of Contacts (PoCs):** Assigned PoCs are responsible for receiving and acknowledging complaints. They determine the necessity for further inquiries or investigations within one week of receiving the complaint. Complaints found to be frivolous are rejected, and the stakeholder is informed accordingly.

**Documentation and Resolution:** Validated complaints are registered and documented after investigation. The Company aims to resolve grievances within 60 days of registration, with regular updates provided to the complainant.

**Communication and Awareness:** The grievance redressal policy is communicated to all stakeholders, and efforts are made to conduct awareness sessions. The policy is accessible on the Company’s website, ensuring transparency and accessibility.

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

Aspect	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	The Company has not received any complaints related to the topics covered under this question for the FY2024-25 and 2023-24.					
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 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The Company is committed to fostering a safe and respectful workplace by implementing comprehensive measures to address discrimination and harassment. Confidential reporting channels have been established, allowing employees to report incidents securely and without fear of retaliation. These channels prioritize the privacy of individuals and provide necessary support throughout the process.

Strict policies are in place to prohibit any form of retaliation against those who report or participate in investigations. Upon receiving a complaint, the Company conducts prompt and impartial investigations, ensuring fairness for both the complainant and the accused. When instances of discrimination or harassment are confirmed, disciplinary actions—ranging from counseling and training to suspension or termination—are applied in accordance with company policies and relevant laws.

The Human Resources department is the designated point of contact for all complaints related to discrimination and harassment, maintaining a zero-tolerance approach and safeguarding complainants' confidentiality. Regular reviews of these processes are conducted to ensure continuous improvement and to reinforce the Company's unwavering commitment to a workplace that values safety and respect for all employees.

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

The Company integrates human rights principles into its business practices. It is committed to conducting operations and managing its supply chain in a manner that upholds human rights standards. By emphasizing ethical human rights practices, the Company ensures that its employees, suppliers, and partners recognize the significance of these ideals. This commitment encompasses fair labor practices, non-discrimination, safe working conditions, and responsible sourcing. The Company aims to cultivate an inclusive and diverse workplace, free from exploitation and human rights violations.

10. Assessments of the year

Aspects	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual harassment	100%
Forced labor	The Company has not carried out any assessment on the parameters mentioned in the current financial year. However, the Company plans to undertake assessments of its own operations in the upcoming years.
Child labor	
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.

No significant risks or concerns were identified in the selective assessments conducted for FY2024-25 and therefore, no corrective actions have been taken. However, as a responsible entity, Jai Corp Limited prioritizes continuous monitoring and capacity-building initiatives for both internal and external stakeholders in relevant areas.

**Leadership Indicators**

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

During the reporting period, no business processes have been modified or introduced for addressing human rights grievances/complaints.

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

The Company enusres strict adherence to the principles of Human rights across all areas of its operations. There have not been any significant Human Rights- related issues identified in the current business activities. As a result, the Company has not undertaken specific human rights due diligence FY2024-25.

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

Yes, the Company is committed to fostering accessibility and inclusivity throughout its facilities and services, emphasizing accommodations for individuals with disabilities. By integrating inclusive design and practices, the Company strives to create environments that are welcoming and accessible to all individuals.

4. Details on assessment of value chain partners:

Human rights	% of value chain partners (by value of business done with such partners) that were assessed
Child Labour	The Company has not carried out any assessments for its value chain partners in the FY2024-25. However, the Company actively promotes and encourages its value chain partners to adhere with the Company’s Code of Conduct.
Forced Labour/Involuntary Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Since no assessments were carried out for value chain partners on the aforementioned aspects, no corrective actions were undertaken in FY2024-25.

**VI. Principle 6: Businesses should respect and make efforts to protect and restore the environment.**

**Essential Indicators**

**1. Details of total energy consumption (in Joules or multiples) and energy intensity:**

Parameter	Unit	FY 2024-25	FY 2023-24
<b>From renewable sources (in gigajoules)</b>			
Total electricity consumption (A)	GJ	7,373.89	7,998.17
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
<b>Total energy consumption from renewable sources (A+B+C) (GJ)</b>	<b>GJ</b>	<b>7,373.89</b>	<b>7,998.17</b>
<b>From non - renewable sources (in gigajoules)</b>			
Total electricity consumption (D)	GJ	1,16,271.19	1,09,576.51
Total fuel consumption (E)	GJ	720.47	417.53
Energy consumption through other sources (F)	GJ	0	0
<b>Total energy consumption from non - renewable sources (D+E+F) (GJ)</b>	<b>GJ</b>	<b>1,16,991.25</b>	<b>1,09,994.04</b>
<b>Total energy consumption (A+B+C+D+E+F) (GJ)</b>	<b>GJ</b>	<b>1,24,365.54</b>	<b>1,17,992.21</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumption in GJ/ turnover in rupees in Crores)	<b>GJ/Lakh INR</b>	<b>2.43</b>	<b>2.58</b>
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	<b>GJ/ USD</b>	<b>0.000502</b>	<b>0.00058*</b>
<b>Energy intensity in terms of physical output</b>	<b>Nil</b>	<b>0</b>	<b>0</b>
Energy intensity (optional) – the relevant metric may be selected by the entity	<b>Nil</b>	<b>0</b>	<b>0</b>

\*The intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) for FY 2023-24, has been revised and updated.

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

To improve energy efficiency and reduce its overall energy footprint, the Company has taken several steps to lower energy consumption. These include continuously optimizing operations and upgrading plant equipment to ensure more efficient use of energy.

The key actions taken by the Company are:

1. Regular evaluation and improvement of business processes
2. Use of innovation and new technologies
3. Increasing the use of renewable energy in total energy consumption

Through these efforts, the Company is able to identify and adopt energy-efficient technologies and sustainable practices across its facilities. It also invests in upgrading equipment using advanced technology to support energy conservation.

By focusing on reducing energy usage, the Company has achieved better energy management, resulting in lower operational costs and reduced environmental impact.

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

Not applicable.

3. Provide details of the following disclosures related to water.

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kiloliters)</b>			
(i) Surface water	KL	0	0
(ii) Groundwater	KL	52497	52688
(iii) Third party water	KL	0	0
(iv) Seawater / desalinated water	KL	0	0
(v) Others	KL	0	0
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>KL</b>	<b>52497</b>	<b>52688</b>
<b>Total volume of water consumption (in kiloliters)</b>	<b>KL</b>	<b>52497</b>	<b>52688</b>
<b>Water intensity per Lakh rupee of turnover</b> (Water consumed / turnover)	<b>KL/Lakh INR</b>	<b>1.03</b>	<b>1.15</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	<b>KL/USD</b>	<b>0.000212</b>	<b>0.000258*</b>
<b>Water intensity in terms of physical output</b>	<b>Nil</b>	<b>0</b>	<b>0</b>
<b>Water intensity (optional)– the relevant metric may be selected by the entity</b>	<b>Nil</b>	<b>0</b>	<b>0</b>

\*The intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) for FY 2023-24, has been revised and updated.

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

4. Provide the following details related to water discharged:

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kiloliters)</b>			
(i) Surface water	KL	0	0
No treatment	KL	0	0
With treatment – please specify the level of treatment	KL	0	0
(ii) Ground water	KL	0	0
No treatment	KL	0	0
With treatment – please specify the level of treatment	KL	0	0
(iii) Sea water	KL	0	0
No treatment	KL	0	0
With treatment – please specify the level of treatment	KL	0	0
(iv) Sent to third parties	KL	0	0
No treatment	KL	0	0
With treatment – please specify the level of treatment	KL	0	0
(v) Others	KL	0	0
No treatment	KL	0	0
With treatment – please specify the level of treatment	KL	0	0
<b>Total water discharged (in kiloliters)</b>	<b>KL</b>	<b>0</b>	<b>0</b>

**Note:** The Company efficiently recycles water for operational use, ensuring that no water is discharged into the environment. As the operations are not heavily reliant on water, the overall water consumption remains minimal.

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

No mechanism for Zero Liquid Discharge has been implemented by the Company.

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

The Company is in the process of establishing systems to track and record this data, which will be made available in the upcoming years.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1	Metric tons of CO2 equivalent	53.66	29.09
Total Scope 2	Metric tons of CO2 equivalent	23,480.32	20,907.43
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	<b>Metric tons of CO2 equivalent /Lakh (INR)</b>	<b>0.46</b>	<b>0.46</b>
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	<b>Metric tons of CO2 equivalent /USD</b>	<b>0.000095</b>	<b>0.000103*</b>
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	Nil	Nil

*\*The intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) for FY 2023-24, has been revised and updated.*

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

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

The Company is committed to sustainable business practices and is actively taking steps to track and monitor Greenhouse Gas (GHG) emissions. While specific projects aimed at reducing GHG emissions have not yet been initiated, the tracking and monitoring exercise is intended to guide future reduction efforts by implementing specific projects related to energy efficiency improvements, transitioning to renewable energy sources, optimizing supply chain operations, and enhancing waste management practices.

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

Parameter	FY 2024-25	FY 2023-24
<b>Total Waste generated (in metric tons)</b>		
Plastic waste (A)	3278.23	3825.24
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0

Parameter	FY 2024-25	FY 2023-24
Other Non-hazardous waste generated (H).	0	0
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>3278.23</b>	<b>3825.24</b>
<b>Waste intensity per rupee of turnover (MT/INR in Lakhs)</b> (Total waste generated / Revenue from operations)	0.064	0.0835
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (MT/USD)</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.000013	0.000019*
<b>Waste intensity in terms of physical output</b>	0	0
<b>Waste intensity (optional) – the relevant metric may be selected by the entity</b>	0	0

<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)</b>		
Category	FY 2024-25	FY 2023-24
(i) Recycled	3278.23	3825.24
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>3278.23</b>	<b>3825.24</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)</b>		
Category of waste	FY 2024-25	FY 2023-24
(i) Incineration:	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>00</b>	<b>00</b>

\*The intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) for FY 2023-24, has been revised and updated.

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

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

The Company’s plastic processing units operate in an environmentally responsible manner and follow strict pollution control measures. These units do not produce any harmful emissions or effluents. As a result, the Pollution Control Committee of Daman & Diu and Dadra & Nagar Haveli has categorized these units under the “Green” category.

The Company has implemented a comprehensive approach to waste management, prioritizing environmental responsibility and regulatory compliance:

**Plastics:** Efforts focus on reducing reliance on virgin plastic through enhanced recycling, segregation, and circular economy initiatives, transforming waste into valuable resources.

**E-waste:** Strict protocols ensure environmentally responsible management of e-waste, collaborating with certified recyclers to recover valuable components and manage hazardous substances.

**Hazardous Waste:** Procedures include identifying, segregating, and storing hazardous materials safely, partnering with licensed vendors for compliant disposal and minimal environmental impact.

**Other Waste:** Holistic waste reduction strategies optimize processes, enhance resource efficiency, and ensure proper sorting, collection, and disposal of non-hazardous waste, including auctions through the MSTC portal.

- 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:**

No offices or operational site are located in any of the ecologically sensitive areas.

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

The Company has not carried out any environmental impact assessment in current FY 2024-25.

- 13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

The Company is compliant with all applicable environmental laws/ regulations/ guidelines and there were no non-compliances.

<b>Leadership Indicators</b>
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- 1. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters):**

As none of the Company's facilities or manufacturing locations are located in areas experiencing water stress, the requirement to disclose information related to water stress is not applicable.

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

The Company is not yet tracking Scope 3 emissions for the current reporting period. However, it is actively working on developing the necessary systems to capture and record this data. The goal is to have this information available in the coming years, reflecting the Company's commitment to comprehensive environmental accountability.

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

As none of the locations (including factories and offices) of the Company fall in/around ecologically sensitive areas, this question is not applicable.

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Solar energy plant	Installed and commissioned a solar energy generation plant of 1800 KW.	This has enabled the Company to reduce its reliance on non-renewable energy sources, thereby lowering the emissions generated by its business operations.

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

The Company has established a comprehensive business continuity and disaster management plan, supported by a robust and proactive risk management framework. This framework is integral to safeguarding operations and is articulated within the Company's risk management policy. The policy clearly defines a series of effective measures designed to minimize and address potential risks, ensuring resilience and continuity in the face of unforeseen challenges.

Policy reference <https://jaicorpindia.com/investor/policies.html>

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

The Company is committed to enhancing environmental responsibility across its entire value chain by advocating for the adoption and integration of Environment Management Systems (EMS) among its partners.

This initiative aims to cultivate a culture of sustainability, reflecting the Company’s dedication to environmental stewardship and continuous improvement in sustainable practices. By encouraging its partners to implement EMS, the Company strives to ensure that environmental considerations are embedded into all aspects of its operations and collaborations.

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

The Company has not undertaken any environmental impact assessment of value chain partners in FY2024-25.

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

- a. **By the listed entity:** None
- b. **By the top ten (in terms of value of purchases and sales, respectively) value chain partners:** In FY 2024-25, the Company did not evaluate the generation or procurement of green credits by its value chain partners.

**VII. PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.**

**Essential Indicators**

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

The Company has four significant affiliations with trade and industry chambers or associations, enhancing its prominence and influence within the business community.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Exporters Association (FIEO)	National
2	Plexconcil	National
3	Dadra & Nagar Haveli and Daman and Diu Industries association	State
4	All India Flat Tape Manufacture Association	National

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

The Company has consistently demonstrated a strong commitment to regulatory compliance, maintaining a clean record with no orders received concerning allegations of anti-competitive conduct.

**Leadership Indicators**

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

The Company does not currently advocate for any public policy positions. However, it adheres to a Code of Conduct Policy that ensures the highest standards of business conduct are maintained while engaging with trade associations and industry bodies.

**VIII. PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.**

**Essential Indicators**

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

The Company has not conducted any Social Impact Assessments (SIA) for projects undertaken in the current financial year.

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

The Company does not have any ongoing Rehabilitation and Resettlement (R&R) for FY2024-25.

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

The Company has established a variety of channels to ensure community grievances are formally registered and resolved efficiently:

- **In-Person Visits:** Community members are encouraged to visit the Company's office to discuss their concerns directly. Designated personnel are available to listen, provide guidance, and initiate the grievance resolution process.
- **Mobile Communication:** Recognizing the importance of mobile accessibility, the Company provides a dedicated contact number, **+91-7600025350**, where community members can receive information and assistance.
- **Email Correspondence:** For a convenient communication option, community members can send their grievances via email to [rahul.csr@jaicorpindia.com](mailto:rahul.csr@jaicorpindia.com). This email address is specifically designated for grievance-related communications, and the engagement team actively monitors it to ensure timely responses and follow-ups.

The Company follows a structured grievance redressal process that includes clear escalation procedures, ensuring grievances are addressed at various levels of authority. The comprehensive grievance redressal policy formalizes these procedures, reinforcing the Company's dedication to promptly and effectively addressing community concerns.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	3%	2%
Sourced directly from India	100%	100%

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

Location	FY 2024-25	FY 2023-24
Rural	95.44%	94.03%
Semi-urban	2.03%	3.34
Urban	0%	0%
Metropolitan	2.53%	2.63%

**Leadership Indicators**

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

Not Applicable.

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

No, CSR projects are being undertaken in designated aspirational districts as identified by government bodies.

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

No, the Company does not have a preferential procurement policy in place comprising marginalized or vulnerable groups because the raw materials procured by the Company are from select few suppliers. These suppliers are not categorized as vulnerable/marginalized groups.

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

Since the Company doesn't have a preferential procurement policy in place specifically comprising marginalized or vulnerable groups, it is not applicable.

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

Since the Company doesn't have a preferential procurement policy in place specifically comprising marginalized or vulnerable groups, it is not applicable.

**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:**

There are no intellectual properties owned or acquired by the company based on traditional knowledge for its business operations. Hence, it is not applicable.

**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.**

Not applicable.

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

CSR projects mentioned below and pursued by the Company are meant to benefit vulnerable and marginalized groups of communities.

SL. No.	CSR Project	No. of persons benefited from CSR Projects	% Of beneficiaries from vulnerable and marginalized groups
1.	Education Promotion Program	53 Students	100%
2.	Safe Drinking Water	52000 villagers and school going students in Dadra & Nagar Haveli	100%
3.	Health Promotion Program	268 Patients	100%

**IX. PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner.**

**Essential Indicators**

**1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The Company has put in place a comprehensive grievance resolution system to promptly and effectively handle consumer complaints and feedback. This mechanism is designed to be transparent and accountable, ensuring consumers receive timely responses and resolutions to their concerns. Key features of the system include multiple channels for consumers to submit their complaints, such as a dedicated helpline, email, and an online portal. Each complaint is tracked and managed through a systematic process that prioritizes swift resolution. By focusing on ease and convenience, the Company demonstrates its commitment to building long-term relationships with consumers and enhancing their overall experience.

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

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

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

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

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

Aspect	Number	Reason for Recall
Voluntary recall /Mock recall	0	The company did not face any recalls on the account of safety issues in FY 2024-25
Forced recall		

**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.**

The Company has a comprehensive framework and policy that outlines the guidelines and procedures for protecting the Company's information systems, networks, and data from unauthorized access, breaches, and other cyber threats. This policy ensures to address cyber security and risks related to data privacy.

Link: <https://jaicorpindia.com/investor/policies.html>

**6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

No corrective actions were taken in FY2024-25, as no such issues have occurred.

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

- Number of instances of data breaches** - There have been no instances of data breaches in FY2024-25.
- Percentage of data breaches involving personally identifiable information of customers** – 0%
- Impact, if any, of the data breaches** - As there have not been any instances of data breaches, this question is not applicable.

**Leadership Indicators**

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

The Company provides dedicated platforms and channels for consumers to access detailed information about its products and services. Comprehensive details are available on the Company's website, <https://jaicorpindia.com/index.htm>, ensuring easy access to all relevant information for customers.

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

As the Company's products and services are not classified as essential services, the specific disclosure requirement in question does not apply.

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

The Company operates in the B2B segment and does not offer products or services directly to end consumers. The products are not classified as essential services. Therefore, this question is not applicable to the Company.

**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.**

The Company ensures compliance with local laws by prominently displaying all required information related to its products.

**5. Did your entity carry out any survey about 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). 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 ensures compliance with local laws by prominently displaying all required information related to its products. However, for the FY2024-25, the Company did not conduct any surveys to gauge consumer satisfaction regarding its major products or services, its key operational locations, or the organization.