

**JAY BHARAT MARUTI LIMITED**

Corporate Office : Plot No. 9, Institutional Area,  
Sector 44, Gurgaon-122 003 (Hr.)  
T : +91 124 4674500, 4674550  
F : +91 124 4674599  
W : www.jbmgroup.com

**JBML/SE/Q2/24-25**

**Date: August 21, 2024**

Asst. Vice President, Listing Deptt.,  
**National Stock Exchange of India Ltd.**  
Exchange Plaza, Plot C-1, Block G  
Bandra Kurla Complex,S  
Bandra (E),  
Mumbai - 400051

The Secretary,  
**BSE Limited**  
25<sup>th</sup> Floor,  
Phiroze Jeejeebhoy Towers,  
Dalal Street,  
Mumbai - 400001

Scrip Code: **JAYBARMARU**

Scrip Code: **520066**

**Sub: - Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

**Ref: - Business Responsibility and Sustainability Report for FY 2023-24**

Dear Sir/Madam,

Pursuant to Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith Business Responsibility and Sustainability Report of the Company for the financial year 2023-24, which also forms the part of Annual Report.

You are requested to take the same on your records

Thanking you,  
For **Jay Bharat Maruti Limited**

**Shubha Singh**  
**Company Secretary**  
**M. No.- A16735**

Encl.: As stated above

**Works :**

**Plant 1:** Plot No. 5, MSIL, Joint Venture Complex, Gurgaon-122 015 (Haryana) T: +91 124 4887200, F: +91 124 4887300  
**Plant II :** Village & Post - Mohammadpur Narsinghpur, Sector 36, Gurgaon - 122 001 (Haryana) T: +91 124 4935300, F: +91 124 4935332  
**Plant III :** Plot No. 15-16 & 21-22, Sector 3A, Maruti Supplier Park, IMT Manesar, Gurgaon -122 051 (Haryana) T: +91 9999190423, 9899079952  
**Plant IV :** Village & Post - Mohammadpur Narsinghpur, Sector 36, Gurgaon - 122 001 (Haryana) T: +91 124 4935300, F: +91 124 4935332  
**Regd. Office :** 601, Hemkunt Chambers, 89, Nehra Place, New Delhi - 110 019 T : +91 11 26427104-06. F : +91 11 26427100  
**CIN:** L29130DL1987PLC027342 **Email Id:** jbml.investor@jbmgroup.com

# Business Responsibility and Sustainability Reporting

## SECTION A : GENERAL DISCLOSURES

### I. Details of the listed entity

Sl.No	Required Information	
1.	Corporate Identity Number (CIN) of the Listed Entity	L29130DL1987PLC027342
2.	Name of the Listed Entity	Jay Bharat Maruti Limited
3.	Year of incorporation	19-03-1987
4.	Registered office address	601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019, India.
5.	Corporate address	Plot No.9, Institutional Area, Sector-44, Gurugram-122002, Haryana, India
6.	E-mail	Jbml.investor@jbmggroup.com
7.	Telephone	0124-4674500
8.	Website	www.jbmggroup.com
9.	Financial year for which reporting is being done	April 01, 2023 to March 31, 2024
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE), National Stock Exchange India Limited (NSE) and Calcutta Stock Exchange Limited (CSE)
11.	Paid-up Capital INR	21,65,00,000
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Shubha Singh Contact:- 0124-4674500 Email:- shubha.singh@jbmggroup.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures made in this report are on a standalone basis.
14.	Name of the assurance provider	Not applicable
15.	Type of assurance obtained	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
1	Manufacturing	The company manufactures steel parts and assemblies for auto OEM customers	85.79%
2	Tools, Dies & Moulds	The company manufactures tools, dies & moulds for stamping operations & welded assemblies manufactured for OEM customers	5.88%

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

Sl.No	Product / Service	NIC Code	% of total Turnover contributed
1	Stamping & Welding of Auto components	25910	64.18%
2	Rear Axle for automobiles	29301	21.61%
3	Tools & Dies	28221	5.88%

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	7*	2 includes corporate office and registered office only.	9
International	0	0	0

NOTE: \*Of this, 2 plants are under project phase (construction and commissioning) and their data has not been included.

19. Market Served by the entity:

a.	Number of locations	
	<b>Locations</b>	<b>Number</b>
	National (No. of States)	2
	International (No. of Countries)	0
b.	What is the contribution of exports as a percentage of the total turnover of the entity?	0%
c.	A brief on type of customers	Jay Bharat Maruti Limited (JBML) sells its products to Maruti Suzuki India Limited and Suzuki Motor Gujarat Private Limited, which are Automotive Original Equipment Manufacturer.

### IV. Employees

20 Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No. C	% (C/A)
<b>Employees</b>						
1	Permanent (D)	988	978	98.99	10	1.01
2	Other than Permanent (E)	6	6	100.00	0	0.00
3	Total employees (D+E)	994	984	98.99	10	1.01
<b>Workers</b>						
4	Permanent (F)	89	89	100.00	0	0
5	Other than Permanent (G)	3208	3179	99.10	29	0.90
6	Total workers (F+G)	3297	3268	99.12	29	0.88

b. Differently abled Employees and workers:

Sl. No	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No. C	% (C/A)
<b>Differently Abled Employees</b>						
1	Permanent (D)	0	0	0.00	0	0.00
2	Other than Permanent (E)	0	0	0.00	0	0.00
3	Total differently abled employees (D+E)	0	0	0.00	0	0.00
<b>Differently Abled Workers</b>						
4	Permanent (F)	0	0	0.00	0	0.00
5	Other than Permanent (G)	0	0	0.00	0	0.00
6	Total differently abled workers (F+G)	0	0	0.00	0	0.00

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	9	1	11.11
Key Managerial Personnel#	3	0	0

NOTE: \*Number of directors on the board changed from 9 to 8 w.e.f. 01st April 24  
# Female representation improved in KMP from 0 to 33% post 31st March 24

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

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18.19%	20%	18.21%	23.64%	30.00%	23.70%	13.55%	9.09%	13.5%
Permanent Workers	0	0	0	0	0	0	0	0	0

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

23. (a) Name 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	JBM Ogihara Die Tech Private Limited	Joint Venture & Associate	39	No

VI. CSR Details

24.

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in Rs. lakhs)	229211
(iii) Net worth (in Rs. lakhs)	53638

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
The list of the stakeholders							
Communities	Yes. (Regular interactions with the communities through field visits, group meetings / events etc.)	0	0	NA	0	0	NA
Investors (other than shareholders)	NA (The Company does not have investors other than shareholders)	NA		NA		NA	

Shareholders	Yes. <a href="https://www.jbmgroup.com/investors/jay-bharat-maruti-ltd/policies/">https://www.jbmgroup.com/investors/jay-bharat-maruti-ltd/policies/</a>	2	0	Appropriate action has been taken	3	0	Appropriate action has been taken
Employees and workers	Yes. <a href="https://www.jbmgroup.com/investors/jay-bharat-maruti-ltd/policies/">https://www.jbmgroup.com/investors/jay-bharat-maruti-ltd/policies/</a>	111*	0	Appropriate action has been taken	1	0	Appropriate action has been taken
Customers	The Company receives suggestion from its customer & suppliers through various periodic meetings.	75	0		82#	0	NA
Value Chain Partners	<a href="https://www.jbmgroup.com/investors/jay-bharat-maruti-ltd/policies/">https://www.jbmgroup.com/investors/jay-bharat-maruti-ltd/policies/</a>	0	0		0	0	NA
Other (please specify)		-	-	-	-	-	-

The Vigil Mechanism/Whistle-Blower Policy of the Company provides a robust framework for dealing with concerns and grievances. The Company has a hotline managed by a vigilance department which can be used by employees, directors, vendors, suppliers, dealers, etc. to report any concern. The same is available at: [https://www.jbmgroup.com/wp-content/uploads/jay-bharat-maruti-ltd/corpGovSustain/policies/JBML\\_Whistle-Blower-Policy.pdf](https://www.jbmgroup.com/wp-content/uploads/jay-bharat-maruti-ltd/corpGovSustain/policies/JBML_Whistle-Blower-Policy.pdf)

NOTE: # Customer registered quality issues have been considered and data restated for FY22-23

\* During this financial year we have improve on the feedback mechanism. Hence, there is an increase in Numbers.

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

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

Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Occupational, Health & Safety	Risk	The company has high depth of manufacturing with multiple processes and material handling of large steel components. A large number of permanent & contractual workmen work in the plants which makes occupational health and safety a critical material issue.	The safety team has taken a long-term target to move towards zero accident company. ISO45001 practices help the company in this journey. Top management tracks the performance of the safety committee and the team has consistently improved on safety performance parameters.	Implication- Negative
2	Compliance	Risk	Heavy manufacturing operations in multiple locations & states makes it essential to ensure various state & central compliances.	The company has mapped all applicable regulations, and the team is managing the desired compliance level & aspiring path toward excellence by adopting international standards.	Implication- Negative

Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Human Rights Practices	Risk	Operations intensive business entails dealing with a large employee & worker base as well as supplier base. Hence human rights practices become important to ensure these social risks do not impact organization & its value chain.	Human rights issues are managed by a set of policies & procedures in place, in all manufacturing units and encourage all value chain partners to adhere to the same.	Implication- Negative
4	Ethics & Anti-Corruption	Risk	Ethical & fair business conduct is of prime importance to the company as highlighted from its core value of ISQ (Integrity, Safety & Quality)	A policy-driven approach is followed to create control mechanisms across all the operations and units. The company has an anti-bribery, anti-corruption policy applicable to all stake holders. Various organizational initiatives are helping to sensitize all stake holders.	Implication- Negative
5	Labour management	Risk	The company deals with large pool of human resource to manage its business operations. Any impact on its human resources has direct adverse impact on its business operations. Therefore, it becomes important to ensure robust labour management practices.	The company follows ILO guidelines and has well defined labour management procedures & practices in place which enable smooth functioning as per plan and avoid unwanted situations which could impact the production rate. There are no major losses that occurred in the past years due to any mismanagement of labour issues and the company has successfully maintained the track record of fulfilling its commitments on time. Overall this helps in building confidence in the system.	Implication- Negative
6	Corporate Governance	Risk and Opportunity	The company operates at a large scale & deals with multiple stakeholders during its business execution. Having a robust corporate governance is of paramount importance for the company. Organizations with strong corporate governance stay ahead of compliances and have positive equation with all its key stakeholders, such as regulators, investors, customers, employees and community.	The policy-driven approach taken to create a control mechanism across all the operations and units. Top management of the company has given top priority to corporate governance issues with clear policies, procedures available to refer all the time. Regular review of the policies ensures strong oversight on these issues.	Implication- Positive and Negative

Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Product Stewardship/ Supply Chain Sustainability	Risk	Being an OEM Product, stewardship is not in direct control of the company however a critical role is played in achieving supply chain sustainability.	The company has created an environmentally and socially sustainable supply chain through strict adherence to the applicable policies & procedures. This has reduced risk and helped in building confidence in the customer.	Implication- Negative
8	ESG Oversight	Opportunity	Sustainability or ESG is an important aspect for the organization which is highlighted by one of its core value "Safe & Green".	The company's top management has drafted and adopted ESG policies and these policies are published on the website of the company. Well-established procedures and able committee members ensure the execution of these policies across all levels.	Implication- Positive
9	Environment	Risk	The company is an auto component manufacturer with high depth of manufacturing and multiple processes. Therefore, environment conservation is an important aspect in its overall business functioning. If environmental concerns are neglected, it may attract regulatory penalty, action from investors and loss of confidence from customers.	The company works rigorously to identify improvement opportunities in various environmental aspects, such as water, air, ODS, space utilization, earth contamination etc. through various projects.	Implication - Negative
10	Energy Management	Risk	Heavy and high depth of manufacturing of multiple auto components entails high energy consumption. Increasing energy costs makes it important to ensure effective energy management practices.	Effective energy utilization is a part of the culture which follows GTC or Generation, Transmission & Consumption approach to identify energy reduction projects. The energy management teams have successfully identified improvement areas to reduce energy consumption per unit.	Implication- Negative
11	Green House Gas	Risk	Environmental sustainability has always been important which is highlighted by one of the core value of the organization "Safe & Green"	Being proactive, the company has aligned its GHG reduction roadmap to the national Net Zero Target. The company is in the process of making a long-term mitigation plan to achieve the net zero target.	Implication- Negative
12	Waste Management	Risk and Opportunity	Every manufacturing process generates some waste and zero waste is a long-term target to improve resource utilization. If issue of waste management is not addressed, it may attract regulator penalty therefore loss of reputation. While companies which manage waste management effectively generate positive impact on the environment.	Being proactive, the company has continuously reduced its waste significantly through structured VA-VE projects. The company's waste management practices ensure that desired compliance levels are met for both hazardous & non-hazardous wastes. The company follows the philosophy of 3R i.e. Reduce, Reuse & Recycle to drive it's waste management practices.	Implication- Positive

Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
13	Corporate Social Responsibility	Opportunity	<p>At JBML, we have always believed profit without purpose is not enough, we have believed in the need to “pause for a cause” and impact life in every way we can.</p> <p>Our pillars of social impact are:</p> <ul style="list-style-type: none"> <li>• Cleanliness,</li> <li>• Health,</li> <li>• Education,</li> <li>• Animal Welfare,</li> <li>• Old age Homes,</li> <li>• Culture &amp; Heritage,</li> <li>• Skill Development,</li> <li>• Blood Donation Camps.</li> </ul>		Implication - Positive
14	Transparency & Accountability	Opportunity	The company aims to be one of the best managed companies, ensuring excellence in corporate governance by enabling high degree of transparency & accountability. These values help bring positive traction with all key stakeholders and in the long run assist in building strong brand reputation in the market.		Implication- Positive
15	Quality	Risk	Critical functional and non-functional auto-components are produced which are important from customer quality perspective.	A comprehensive Quality Management System (QMS) has been adopted and implemented by all plants which are also IATF 16949 & ISO 9001:2015 certified.	Implication - Negative

## SECTION B : MANAGEMENT AND PROCESS DISCLOSURES

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

P1- Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable.

P2- Businesses should provide goods and services in a manner that is sustainable and safe.

P3- Businesses should respect and promote the well-being of all employees, including those in their value chains.

P4- Businesses should respect the interests of and be responsive to all its stakeholders.

P5- Businesses should respect and promote human rights.

P6- Businesses should respect and make efforts to restore and protect the environment.

P7- Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

P8- Businesses should promote inclusive growth and equitable development.

P9- Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes. The company's policies have been approved by the Board.								
c. Web Link of the Policies, if available	The company's policies are available on the website <a href="https://www.jbmgroup.com/investors/jay-bharat-maruti-ltd/policies/">https://www.jbmgroup.com/investors/jay-bharat-maruti-ltd/policies/</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes. These policies of the entity have been translated into procedures and are in various stages of implementation.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. JBML encourages its value chain partners to adhere to all good practices and has shared these policies on the Company's website. JBML board has approved the Supply chain policy and supplier code of conduct which directly extend to value chain partners.								
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) adopted by your entity and mapped to each principle.	Jay Bharat Maruti Limited's plants have the following certifications: IATF 16949:2016 & ISO 9001:2015 - International Quality Management System ISO 14001:2016 - Environmental Management System ISO 45001:2018 - Occupational Health & Safety Management System								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	JBML strives to become a sustainable organization and is in the process of developing or setting targets for its business.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p><b>Environment</b></p> <p>1. Zero waste sent to Landfill</p> <p><b>Social</b></p> <p>1. 5% increase in sustainable sourcing.</p> <p>2. 77% of the value chain partners were assessed on Health &amp; Safety and Working Conditions</p> <p>3. Conducted awareness sessions on carbon neutrality, energy optimisation, quality improvement, rejection reduction, occupational health &amp; safety, prevention of sexual harassment, and process &amp; productivity improvement. Covered 100% of value chain partners.</p> <p>4. R&amp;D and CAPEX Investments in AI-based tools and software for product quality improvement.</p> <p>5. 100% Training of Employees and workers on Human Rights Issues and Policies.</p> <p>6. 100% of Plants were assessed on Human Rights issues.</p> <p>7. Maintained Zero fatalities</p> <p>8. Zero Pending complaints of the stakeholders at the end of the year.</p> <p>9. No cases on POSH.</p>								

## Governance, leadership and oversight

7 Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

We are proud to present the second edition of our Business Responsibility and Sustainability Report (BRSR). The report demonstrates Jay Bharat Maruti Ltd.'s (JBML) unwavering commitment to environmental, social, and governance (ESG) issues and our continuous efforts to integrate these aspects in everything we do at JBML.

With ever changing macro environment and challenges posed by climate change makes it even more imperative for our organization to become more proactive and addressing emerging issues around environment and social aspects. The company takes pride in demonstrating efforts on adopting newer technologies and processes to reduce its impact on the environment. As we witness the rapid transition towards a low-carbon economy, the implications for the auto component industry, a hard-to-abate sector, are profound. We are acutely aware of the urgency of embarking on the decarbonisation journey to meet the evolving expectations of our stakeholders. At the same time JBML ensures it places highest priority on our employees and workers safety. To this effect we have increased thrust on increasing health and safety awareness, trainings and continued aligning with international best practices, such as ISO 45001:2018.

Further, as business operations and sustainability becoming more and more interlinked with its stakeholders, JBML proactively engages with its stakeholders at various levels. To this effect, JBML conducted materiality assessment last year demonstrating proactiveness in reaching out to the stakeholders in terms of factoring their views on sustainability. As a step further, this year we internally reviewed the assessment which has helped us to sharpen our focus on issues that have evolved over the year. Regular review of material issues helps to keep us on track to channelise our efforts to most relevant ESG issues impacting our business and society.

8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

The Risk Management and Sustainability Committee of the Board is responsible for the implementation & oversight of the Business Responsibility policies under the oversight of the Board of Directors.

9 Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Yes.  
The Board Committees oversee areas as defined in their terms of reference.  
The Risk Management and Sustainability Committee ensures that suitable methodologies, processes, and systems are implemented effectively to monitor and assess risks linked to the Company's operations and continuity. They also cover ESG management, risk and performance.  
The Corporate Social Responsibility Committee ensures effective implementation of CSR projects for communities.  
The Stakeholder Relationship Committee addresses and resolves issues brought forth by shareholders and other security holders of the Company.

10 Details of Review of NGRBCs by the Company:

Subject of Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	At JBML, Performance against above policies is reviewed periodically or on a need basis by the concerned committees of the Board and the efficacy of these policies is also reviewed and modified accordingly									On a continuous basis								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	By the Committee of the Board									Quarterly								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency									
	<p>Yes, the Company periodically onboards independent third-party agencies to assure, assess or verify the effectiveness of its policies and procedures. Financial statements of the company have been assured by GSA &amp; Associates. The Company further engages other reputed agencies to verify the working of its Quality Management System, Environment Management System, Health &amp; Safety Management System, Information Security Management System etc. Jay Bharat Maruti Limited's plants have the following certifications:</p> <p>IATF 16949:2016 &amp; ISO 9001:2015 - International Quality Management System  ISO 14001:2016 - Environmental Management System  ISO 45001:2018 - Occupational Health &amp; Safety Management System</p>								
12 If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									
a. The entity does not consider the Principles material to its business (Yes/No)									
b. The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
c. The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not applicable								
d. It is planned to be done in the next financial year (Yes/No)									
e. Any other reason (please specify)									

## SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	4	Detailed orientation is given to the new independent directors. SEBI's guidelines and BRSR policy-related matters including ESG, Operational & Financial performance, Budget Vs. Actual performance, Industry outlook, and future projections are regularly discussed in the board meetings.  Details of orientation given to the new and existing Independent Directors are available at: <a href="https://www.jbmgroup.com/investors/jay-bharat-maruti-ltd/familiarization-program-for-independent-directors/">https://www.jbmgroup.com/investors/jay-bharat-maruti-ltd/familiarization-program-for-independent-directors/</a>	100%
Key Managerial Personnel	4	Regular awareness programmes are held for KMPs of JBML covering areas of ethics, governance, code of conduct, human rights, safety etc. to bring about transparency and awareness relating to fair conduct of business. Various procedures and practices ensure implementation of these policies to meet the KPIs.	100%
Employees	364	JBML conducted multiple online and classroom sessions throughout the year on key topics such as Safety, Code of Conduct, Cybersecurity, Data Analytics, and Sustainability, Anti Bribery and Anti-Corruption, Conflict of Interest, Prevention of Sexual Harassment policies, etc., for employees and workers across management and non-managerial levels.	100%
Workers	62	In addition, employees and workers are provided with need-based training as per their job requirement, covering aspects including Safety, Agile Way of Working, Quality Management, NGRBC 9 principles etc.  JBML has also started using an online portal for facilitating capabilities upgradation.	

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

Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	NA	Nil	NA	NA
Settlement	Nil	NA	Nil	NA	NA
Compounding fee	Nil	NA	Nil	NA	NA

Non- Monetary

	<b>NGRBC Principle</b>	<b>Name of the regulatory/ enforcement agencies/ judicial institutions</b>	<b>Brief of the Case</b>	<b>Has an appeal been preferred? (Yes/No)</b>
Imprisonment Punishment		Nil		

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.

<b>Case Details</b>	<b>Name of the regulatory/ enforcement agencies/ judicial institutions</b>
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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.** Yes, the Company has anti-corruption or anti-bribery policy for Directors and Management and the employees which inter alia provides that "Directors and Senior Management and all the employees of JBML shall observe the highest standards of ethical conduct and integrity and shall work to the best of their ability and judgement.

Anti-corruption or anti-bribery policy is available at: <https://www.jbmggroup.com/wp-content/uploads/2024/07/Anti-Corruption-Policy.pdf>

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

	<b>FY 2023-24</b>	<b>FY 2022-23</b>
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	<b>FY 2023-24</b>		<b>FY 2022-23</b>	
	<b>Number</b>	<b>Remarks</b>	<b>Number</b>	<b>Remarks</b>
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. Not applicable

8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured)

	<b>FY 2023-24</b>	<b>FY 2022-23</b>
Number of days of accounts payables	47.64	42.71

## 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

Parameter	Metrics	2023-24	2022-23
Concentration of Purchases	a) Purchases from trading houses as % of total purchases	NIL	Nil
	b) Number of trading house where purchases are made from	NIL	Nil
	c) Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a) Sales to dealers /distributors as % of total sales	Nil	Nil
	b) Number of dealers / distributors to whom sales are made	Nil	Nil
	c) Sales to top 10 dealers distributors as % of total sales to dealers / distributors	Nil	Nil
Share of RPTs in	a) Purchases (Purchases with related parties / Total Purchases)	55.28%	57.65%
	b) Sales (Sales to related parties / Total Sales)	88.08%	88.35%
	c) Loans & advances (Loans & advances given to related parties Total loans & advances)	Nil	Nil
	d) Investments in related parties / Total Investments made)	74.49%	74.09%

## Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
12	<ul style="list-style-type: none"> <li>• Carbon neutrality and energy optimization</li> <li>• Quality improvement / rejection reduction</li> <li>• Occupational Health &amp; Safety</li> <li>• Prevention of Sexual Harassment</li> <li>• Process &amp; productivity improvement</li> <li>• Business Relationship</li> <li>• Human Resource Sessions</li> <li>• Employee self/ non-technical/ behavioural / soft skill development</li> </ul>	95.68%

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

Yes, the Company has enacted applicable processes as per the provisions of the Companies Act. It has laid down the Code of Conduct ('CoC') for Directors and Senior Management which inter alia provides that "Directors and Senior Management shall observe the highest standards of ethical conduct and integrity and shall work to the best of their ability and judgement.

The policy on code of conduct is available at: <https://www.jbmgroup.com/wp-content/uploads/jay-bharat-maruti-ltd/corpGovSustain/codes/Code-of-conduct-for-senior-management.pdf>

**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

	Current Financial Year 2023-24	Previous Financial Year 2022-23	Details of improvements in environmental and social impacts
R & D	0	0	NA
Capex	0.35%	0.57%	Implementation of AI based Facial Recognition Automation system. Implementation of AI based Visual Inspection Automation to improve product quality. Implementation of AI based Machine Monitoring system.

NOTE: Numbers updated for FY 22-23 basis the mechanism developed to identify the R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes.

2 a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) We create partnership opportunities for suppliers and subcontractors, to contribute to, and share in our success. The Company has a supply chain policy in place that provides guidance on sustainable sourcing. Preference is always given to sourcing from local suppliers. Supply chain expertise is a focus area in our quest to become the most preferred OEM Supplier. It is done through QMS (ISO 9001:2015/ IATF 16949:2016), ISO45001, ISO14001 and other social & environmental compliance monitoring.

b. If yes, what percentage of inputs were sourced sustainably? 95.68% (ISO 9001:2015/ IATF 16949:2016), 83.64% (ISO 14001:2015) and 89.30% (ISO 45001:2018)

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
  - (d) other waste.
- Not Applicable. JBML is a built to print supplier to auto OEM customer requirements for steel parts to be used in vehicles. Hence product EPR or circularity is not directly applicable for JBML.

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.** No, EPR is not applicable. JBML is a built to print supplier to auto OEM customer requirements for steel parts to be used in vehicles. Hence, product EPR or circularity is not directly applicable for JBML.

**Leadership Indicators**

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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Being an OEM supplier of auto components independent LCA is not applicable, hence it is not undertaken during the year.

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

Name of Product / Service	Description of the risk / concern	Action Taken
	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).

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
	Nil	

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

Re-Used Recycled	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

The Company does not have any specific product to reclaim at the end of life.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
None	NA

**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	978	978	100	978	100	NA	NA	NA	NA	NA
Female	10	10	100	10	100	10	100	NA	NA	NA
Total	988	988	100	988	100	10	1.01	NA	NA	NA
<b>Other than Permanent employees</b>										
Male	6	6	100	6	100	NA	NA	NA	NA	NA
Female	0	0	0	0	0	NA	NA	NA	NA	NA
Total	6	6	100	6	100	NA	NA	NA	NA	NA

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	89	89	100	89	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	89	89	100	89	100	0	0	0	0	0	0
<b>Other than Permanent workers</b>											
Male	3179	3179	100	3179	100	0	0	0	0	0	0
Female	29	29	100	29	100	0	0	0	0	0	0
Total	3208	3208	100	3208	100	0	0	0	0	0	0

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

	FY 2023-24	FY 2022-23
Cost incurred on well- being measures as a % of total revenue of the company	0.053%	0.050%

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF*	100	100	Y	100%	100%	Y
Gratuity*	100	100	NA	100%	100%	NA
ESI*	100	100	Y	100%#	100%#	Y

NOTE: # Change in data: Only permanent employees & workers were considered earlier for ESI coverage calculation while now data declared as per eligibility including all category of employees & workers

\*Provided to all employees and workers as per eligibility

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. At present, company has facilities for differently abled employees and workers at Corporate Office & Registered Office and also at the Gujarat location. Further, the company is ensuring readiness in providing these facilities in all the plants including two upcoming plants. However currently we do not have any differently abled employees or workers working in any of our plants or offices.

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 <https://www.jbmggroup.com/wp-content/uploads/2024/07/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	NA	NA	NA	NA
Female	1 female employee availed maternity leave		NA	NA
Total	1 female employee availed maternity leave			

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes,
Other than Permanent Workers	<ul style="list-style-type: none"> <li>The Company has a Whistle Blower policy in place to report any malpractices and unethical events.</li> </ul>
Permanent Employees	<ul style="list-style-type: none"> <li>For reporting concerns related to sexual harassment, there is an internal committee for receiving, investigating and resolving such complaints in a time bound manner.</li> </ul>
Other than Permanent Employees	<ul style="list-style-type: none"> <li>There is a 5-step process to make appeal and resolve grievances with transparency. This process is deployed through internal portal and website links.</li> <li>Employee satisfaction survey was conducted for FY23 and FY24.</li> </ul>

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	994	0	0.00%	941	0	0.00%
Male	984	0	0.00%	931	0	0.00%
Female	10	0	0.00%	10	0	0.00%
Total Permanent Workers	89	75	84.27%	99	83	83.84%
Male	89	75	84.27%	99	83	83.84%
Female	0	0	0.00%	0	0	0.00%

8 Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)
<b>Employees</b>										
Male	984	984	100	984	100	931	931	100	931	100
Female	10	10	100	10	100	10	10	100	10	100
Total	994	994	100	994	100	941	941	100	941	100
<b>Workers</b>										
Male	3268	3268	100	3268	100	2977	2977	100	2977	100
Female	29	29	100	29	100	53	53	100	53	100
Total	3297	3297	100	3297	100	3030	3030	100	3030	100

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
<b>Employees*</b>						
Male	984	984	100	931	931	100
Female	10	10	100	10	10	100
Total	994	994	100	941	941	100
<b>Workers*</b>						
Male	89	89	100	99	99	100
Female	0	0	100	0	0	0
Total	89	89	100	99	99	100

Note: \*For all eligible permanent employees and workers.

10 Health and safety management system:

a.	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Yes, JBML has implemented an occupational health and safety management system. The system is based on ISO 45001 and is designed to ensure that the Company meets its legal obligations and provides a safe and healthy working environment for its employees. The OH&S system is applicable for all plants and offices of JBML.
b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	<p>We at JBML have a defined system for the identification &amp; review of Work-related hazards and assess risk on a routine and non-routine basis.</p> <ol style="list-style-type: none"> <li>1. Capturing Unsafe Acts/ Unsafe conditions during safety gemba walks at shop floor by all levels of organization as per defined frequency.</li> <li>2. Safety committee meeting and monthly review meetings for the actions &amp; closure of OPLs.</li> <li>3. Conducting Hazard Identification and Risk Assessment (HIRA) for all routine and non-routine activities in accordance with ISO 45001:2018 as per defined frequency.</li> <li>4. Ensuring hazard identification for non-routine activities like hot work, height excavation, confined space, etc. through work permit system.</li> </ol>
c.	Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Yes/No)	Yes. The health and safety committee is responsible for the recording, review and resolution of hazards and risks identified.
d.	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
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 entity to ensure a safe and healthy workplace.**

To provide a safe and healthy workplace JBML provides multiple facilities to its employees as detailed below.

1. JBML has a very well defined EHS policy in place to ensure standards at all locations for Occupational Safety and Health.
2. JBML also instils a safety culture through Safety Rating mechanisms, while comparing various plants and awarding the best-performing ones.
3. We also ensure the safety training of all workers at DOJO centre's before inducting them on the shop floor.
4. We implement benchmark safety practices like hazard identification & Risk Assessment (HIRA), audits & inspections, incident reporting, work permit system, Henrich Pyramid, Safety SOPs, check sheets, Best Practices, Safety Alerts, healthcare facilities and periodic health checkups etc. and actively adopt technology solutions to make them even more effective.
5. We ensure essential safety measures through machine control safety (MCS) and Behavioural based safety (BBS) mechanisms.
6. We conduct workplace monitoring and stringently comply with Factories Act., 1948 and state factory rules to ensure health and safety of all stakeholders.
7. We provide Personal Protective Equipment's (PPEs) to all workers involved in operations and ensure adherence.
8. At JBML we conduct regular health check-up and blood donation camps at regular intervals to ensure employee health and well-being.
9. We have also enabled Occupational Health Centre's (OHCs) and tie – up with nearby hospitals to ensure timely medical support.
10. We drive safety weeks and months to create a culture of safety in the organization.

Under Sankalp Siddhi (Joyful Body & Mind) drive, we promote healthy lifestyle of employees through active adoption of yoga, training & awareness sessions by lifestyle gurus and Ayush practitioners.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	54	0	NA	Nil*	NA	NA
Health & Safety	12	0	NA	Nil*	NA	NA

\*During this financial year we have improved on the feedback mechanism. Hence there is an increase in numbers.

**14 Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% plants audited by customer & by certification agencies
Working Conditions	100% plants audited by customer & by certification agencies

**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.**

1. Safety culture development through 20-pointer Safety score assessment & improvement.
2. Behaviour Based Safety (BBS) trainings and re-trainings conducted to cover 100% employees.
3. Safety governance matrix in terms of Machine control safety (MCS), in which safety levels are defined and upgraded. E.g. forklift safety level improved from L1 to L3 by adding safety poka yoke.

4. Improved material handling by providing proper mechanism for handling of heavy components.
5. Use of digital technology for monitoring & implementing of 6S audit and 7th pillar assessment findings and closure.

### 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, 100% employees & workers are covered under GPA (Group Personal Accidental Insurance). A policy is available for "Death Compensation" to provide monetary support to the deceased employee's family.

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

We have a procedure in place that payments are made only after confirmation of payment of GST obligations of value chain partners.

ESI and PF deduction is tracked for all manpower contractors. Contractor invoices are cleared only after validation. Around 77.20% of suppliers (based on value) are following the ESI & PF deduction.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes. We engage employees as consultants on a fixed term contract basis post superannuation depending upon suitability, fitness and consent by the concerned employee.

- 5 Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	90.92% (As declared by value chain partners in "Regulation Compliance Declaration")
Working Conditions	90.92% (As declared by value chain partners in "Regulation Compliance Declaration")

- 6 Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

The company is encouraging its value chain partners through the supplier code of conduct and supply chain policy and continuously shares the benefits of implementation of ISO45001. ISO 45001:2018 is implemented at most of value chain partners (89.30% implementation As declared by value chain partners in "Regulation Compliance Declaration").

## 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:

The company identifies internal and external stakeholders based on whether they are impacted by the company or create an impact on the value-creation process. Based on this, the company has identified employees as internal stakeholders and stakeholders, customers, value chain partners & regulators as external stakeholders.

The key stakeholders identified include Customers, Employees, Business Partners (Suppliers and Vendors), Community, Investors, and Government Bodies. Our approach towards responsible and sustainable business practices undergoes a systematic mapping

through regular engagement with its internal and external stakeholders. This practice helps the Company to prioritize key sustainability issues in terms of relevance to its business and stakeholders, including society and clients.

We undertake our materiality assessment to embed sustainability aspects of our operations based on their impact on business, changing market scenarios, and stakeholder expectations. The company has established a dedicated policy for 'Stakeholder Engagement'. This policy contains purpose, scope, policy statement, accountability & grievance procedure for stakeholders. The Company has identified investors, shareholders, employees, local communities, legal institutions, trade associations, suppliers, business partners, customers, government, regulators, and competitors as its key stakeholder groups.

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

<b>Sl. No.</b>	<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/ No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
1	Employees	No	One-on-one meetings, Town halls Meetings, Review Meetings: MRM/ BRM/FRM/ DWM Safety Meetings, Team meetings, Intranet or company portal.	Depends on the channel	Health & Safety, professional growth of employees, wellbeing, training and awareness, building a strong and productive relationship.
2	Customer(s)	No	Website, conferences, customer surveys, face-to-face meetings, E-mail, Customer feedback, extra net portal.	Ongoing	Complaints handling and new product development, communication and feedback, Product quality and safety, Adequate information on products, Timely delivery of products.
3	Shareholders	No	Annual General Meetings, Shareholder meets, email, Stock Exchange (SE) intimations, conference calls, annual reports, quarterly results, media releases, and the Company website.	Quarterly/Half yearly/Annually	Transparent and effective communication of business performance, addressing investor queries and concerns, and providing insights into the Company's corporate strategy and business environment.
4	Value chain partners	No	Vendor meets, conferences, e-mail, voice calls.	Ongoing	Customer relationship, product knowledge sharing, encouraging benefits of safety standards & procedures like ISO45001.
5	Regulators/ Govt Ministries	No	Advocacy meetings with local/ state/ national regulators/ government ministries and seminars, media releases, conferences, membership in industry bodies.	Ongoing	Compliance, Industry concerns, and policy advocacy events which will help the country's economy and companies' policy advocacy.
6	Communities	Yes	CSR team meetings	Ongoing	CSR Projects, other initiatives, Employee volunteering for community initiatives.

## 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.

At JBML, the stakeholder engagement mechanism is a key driving force toward strengthening stakeholder relationships. The company conducted materiality assessment survey previous year in which the stakeholders views were factored on material issues. This year we reviewed those material issues and priority areas. This exercise helps us to continuously evolve our strategy and process towards sustainability.

- 2 Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No).

If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes. We constantly engage with stakeholders to actively contribute to the materiality assessment process. Through ongoing interactions with both internal and external stakeholders, we identify significant issues that have an impact on our capacity to generate value. These noteworthy matters are thoroughly reviewed each year, considering their relevance to management procedures, risk evaluation, and strategic aims.

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

Yes, Stakeholder consultation is used to support CSR initiatives for addressing environmental and social issues.

## 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 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	988	988	100.00	941	639	67.91
Other than permanent	6	6	100.00	4	3	75.00
Total Employees	994	994	100.00	945	642	67.94
<b>Workers</b>						
Permanent	89	89	100.00	99	64	65.00
Other than permanent	3208	3208	100.00	2931	1817	62.00
Total Workers	3297	3297	100.00	3030	1881	62.08

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

Category	FY 2023-24					FY 2022-23				
	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>										
Permanent	988	0	0	988	100	941	0	0	941	100
Male	978	0	0	978	100	931	0	0	931	100
Female	10	0	0	10	100	10	0	0	10	100
Other than permanent	6	0	0	6	100	4	0	0	4	100
Male	6	0	0	6	100	4	0	0	4	100
Female	0	0	0	0	0	0	0	0	0	0

Category	FY 2023-24					FY 2022-23				
	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>Workers</b>										
Permanent	89	0	0	89	100	99	0	0	99	100
Male	89	0	0	89	100	99	0	0	99	100
Female	0	0	0	0	0	0	0	0	0	0
Other than permanent	3208	264	8.23	2944	91.77	2931	150	5.12%	2781	94.88
Male	3179	257	8.08	2922	91.92	2878	148	5.14%	2730	94.86
Female	29	7	24.14	22	75.86	53	2	3.77%	51	96.23

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

a.

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	5	2,65,000	1	1,40,000
Key Managerial Personnel	3	1,95,94,085	0	-
Employees other than BoD and KMP	982	4,77,288	10	6,37,680
Workers	3268	1,58,237	29	1,46,700

\* BOD are getting sitting fees except Executive Directors

b. Gross wages paid to females as % of total wages paid by the entity:

	FY 2023-24	FY 2022-23
Gross wages paid to female as % of total wages	1.39%	1.33%

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 company respects human rights for all stakeholders. It has Human Rights policy whose scope includes employees, suppliers & contractors, local communities & society. Any human rights policy violation is addressed through a mechanism implemented by HR department.

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

The company has a human rights policy and is committed to preventing any human rights violation and ensures compliance of the Policy through a mechanism implemented by the HR Department.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other Human rights related issues	0	0	NA	0	0	NA

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

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

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

As part of the Whistle-blower Policy and Prevention of Sexual Harassment Policy, JBML is committed to the protection of the identity of the complainant, and all such matters are dealt with in strict confidence with appropriate measures taken to maintain such confidentiality.

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

Yes, human rights requirements form part of our business agreements and contracts.

**10 Assessments for the year:**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	
Forced/involuntary labour	
Sexual harassment	100%. All plants and offices are assessed for compliance on key Human Rights issues by internal teams of the Company, as part of the regular ongoing reviews by the senior leadership team of the Company.
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 9 above.**

There were no significant risks or concerns identified during FY 2023-24. However, the Company ensures continuous monitoring and capability building for the same.

**Leadership Indicators**

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

During the FY 2023-24, no human rights grievances/complaints have been received. However, the company has developed & adopted a Human Rights Policy for continuous monitoring & improvement.

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

The Human Rights Policy applies to all individuals associated with JBML and underscores the core principles that define our obligations towards employees, contractors, and the foundation of our business interactions and work atmosphere across the organization. Adherence to this policy is demonstrated through a transparent framework governing recruitment, growth, and well-being. We have established effective systems with checks and balances in order to prevent any deviations from the stipulations of our Human Rights policy.

**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 an Equal Opportunity employer and therefore it aims to make necessary accessibility arrangements for the people with disability wherever required. At present company have facilities for differently abled visitors at Corporate Office & Registered Office and at Gujarat location. Further, the company is ensuring readiness in providing these facilities in all the plants including two upcoming plants.

4 Details on assessment of value chain partners:

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	
Discrimination at workplace	90.92% (As declared by value chain partners in "Regulation Compliance Declaration")
Child Labour	
Forced Labour/Involuntary Labour	We expect our value chain partners to adhere to JBM's Code of Conduct as a part of General Purchase Agreement and while on-boarding any supplier we ensure the suppliers adhere to the given parameters.
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.

NA (As no compliance failure in 90.92% value).

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**

**Essential Indicators**

1 Details of total energy consumption (in GJ) and energy intensity, in the following format:

<b>Parameter</b>	<b>FY 2023-24</b>	<b>FY 2022-23*</b>
<b>From renewable sources</b>		
Total electricity consumption (A)	4,689.10	5,143
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	4,689.10	5,143
<b>From non-renewable sources**</b>		
Total electricity consumption (D)	1,82,804.01	1,77,954.53
Total fuel consumption (E)	37,374.57	36,798.01
Energy consumption through other sources (F)	0.0	0.0
Total energy consumed from non-renewable sources (D+E+F)	2,20,178.58	2,14,752.54
Total energy consumed (A+B+C+D+E+F)	2,24,867.68	2,19,895.01
Energy intensity per rupee of turnover (Total energy consumed/turnover in Lakhs.)	0.98	0.93
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Not Applicable	Not Applicable
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
*Data captured on Energy Consumption has been revisited and updated for the last year		
** JBML has used GHG Protocol conversion factors for reporting the energy data		

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

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, in the following format:

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	69,663.8	60,481.0
(iii) Third party water (tanker)	-	-
(iv) Seawater / desalinated water	-	-
(v) Water from municipal corporation	7,809.0	7,843.0
(vi) Others- Water from customer Industrial Association	64,451.0	72,904.0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,41,923.8	1,41,228.0
Total volume of water consumption (in kilolitres)	1,83,086.0	1,74,550.0
Water intensity per rupee of turnover (Water consumed / turnover) KL/INR Lakhs	0.79	0.74
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	Not Applicable	Not Applicable
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

4 Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(v) Others	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)		

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

Note: Plant locations are in OEM vendor park and the water is discharged to common STP which is managed by OEM which in turn uses treated water for horticulture and other purposes. Hence this data is not currently reported.

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

Yes. There is no water discharge from any plant & treated water is used for horticulture and other purposes.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	microgram/ m <sup>3</sup>	31.0	33.0
Sox	microgram/ m <sup>3</sup>	18.1	35.0
Particulate matter (PM)	microgram/ m <sup>3</sup>	88.5	86.3
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

\*Note: The company has changed the UOM (from mg/KwH to mg/m<sup>3</sup>) of reporting from last year.

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

No Independent assessment has been done.

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

Parameter**	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	TCO <sub>2</sub> e	2,243.62	2,281.55
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	TCO <sub>2</sub> e	36,053.01	35,096.58
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions /turnover in Lakhs)	MTCO <sub>2</sub> e/Per rupee of turnover	0.16	0.15
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		Not Applicable	Not Applicable
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

NOTE: \*Data captured on GHG Emission has been revisited and updated for the last year

\*\* JBML has used GHG Protocol emission factors to calculate the Scope 1 & 2 Emissions

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

No Independent assessment has been done

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

JBML drives LEAP projects across its plants and was able to reduce emissions through power saving and resource consumption reduction while enabling a saving of Rs.101.19 Lakhs

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

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	0	0
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 (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil). Please specify, if any. (G)	105.26	99.52
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	48,656.26	57,080.00*
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>48,761.52</b>	<b>57,179.52</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)(in Lakhs)	0.21	0.24
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	Not Applicable	Not Applicable
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
	<b>FY 2023-24</b>	<b>FY 2022-23</b>
Category of waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	48,662.56	57,091.42
<b>Total**</b>	<b>48,662.56</b>	<b>57,091.42</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
	<b>FY 2023-24</b>	<b>FY 2022-23</b>
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	98.96	88.1
<b>Total **</b>	<b>98.96</b>	<b>88.1</b>

NOTE: \* Metallic scrap data was not considered last year which is reported from this year.

\*\* Data captured on waste recovery / disposal has been revisited and updated for the last year

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

No Independent assessment has been done

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

All our operations are ISO14001 certified, and our waste management approach is based on the philosophy of Reduce, Reuse, and Recycle. With our efforts, we contribute to a circular economy and convert waste into resources. Non hazardous solid wastes generated from various units are being sent to recyclers for recycling. Hazardous waste is disposed off with the help of the authorized recyclers.

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

Sl. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
1		Not Applicable	

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

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

Sl. No	Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1		100% Compliant to all applicable /regulations		

### Leadership Indicators

1 Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Not Applicable

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

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

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area	Not Applicable
(ii) Nature of operations	Not Applicable
(iii) Water withdrawal, consumption and discharge in the following format:	Not Applicable

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
---No treatment		
---With treatment – please specify level of treatment		
(ii) Into Groundwater		
---No treatment		
---With treatment – please specify level of treatment		
(iii) Into Seawater		
---No treatment		
---With treatment – please specify level of treatment		
(iv) Sent to third-parties		
---No treatment		
---With treatment – please specify level of treatment		
(v) Others		
---No treatment		
---With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Not Applicable

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.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent		
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO <sub>2</sub> equivalent		
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO <sub>2</sub> equivalent		

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

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

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:

Sl. NO	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
--------	-----------------------	--	---------------------------

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

Yes. The Company has a business continuity and disaster management plan in place. For IT-related issues, disaster recovery plan is designed to reduce the organization's business risk arising from an unexpected disruption of the critical IT functions/ operations necessary for the business. Disaster recovery plan covers details of actions to be taken, resources to be used and procedures to be followed. The IT team conducts regular data recovery drills to check efficiency of process and plan.

The Company's supply chain also ensures business continuity during natural calamities, supply shortages and implement various measures to minimise supply disruptions to ensure business continuity.

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

No significant adverse impact identified. We check the PUC certificate of transporters.

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

EMS practice & guidelines are implemented/ followed 90.78 % and ISO 14001:2015 implemented 83.64% - (As declared by value chain partners in "Regulation Compliance Declaration").

**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. (As below)

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

Sl. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State / National)
1	Confederation of Indian Industry (CII)	National
2	Automotive Component Manufacturers Association of India (ACMA)	National
3	PHD Chambers	National
4	Gurgaon Chamber of Commerce and Industry (GCCI)	State
5	Gurgaon Industrial Association (GIA)	State

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

Name of authority	Brief of the case	Corrective action taken
NIL		

## Leadership Indicators

### 1 Details of public policy positions advocated by the entity:

	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	-	-	-	-	-
2	-	-	-	-	-

## 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.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1					
2				NIL	

### 2 Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format: Not applicable

Sl. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
1						
2						

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

A community grievance-handling mechanism is in place, where any community member can submit grievance/complaint through the following link: <https://www.jbmgroup.com/contact-us/>

Also, any complaints received directly to the Company's office or through official email are taken care of promptly.

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

Parameter	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	3.96%	4.31%
Directly from within India	99.47%	99.74%

### 5 Job creation in smaller town-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 2023-24	FY 2022-23
Rural	24.42%	19.87%
Semi Urban	20.17%	20.14%
Urban	55.41%	59.99%
Metropolitan	0.00%	0.00%

(Place to be categorized as per RBI Classification system – rural/semi-urban/urban/metropolitan)

## 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

Details of negative social impact identified	Corrective action taken
Not applicable	

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

Sl. No	State	Aspirational District	Amount spent (In INR)
1			
2		CSR Projects not undertaken in aspirational districts	

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

No

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

NA

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

NA

- 4 Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge: Not applicable

Sl. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1				
2		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

Name of authority	Brief of the Case	Corrective action taken
Not applicable		

- 6 Details of beneficiaries of CSR Projects:

Sl.No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Sahyog (Distribution of Clothes, Utensils, Books and toys etc.)	5200	100%
2	Pratibha Vikas Sansthan	28	50%
3	Women Empowerment	91	100%
4	Health Check-up camp	1075	100%
5	Sanitation and Cleanliness Drives	600	100%
6	Infra structure for Tribal Area	1300	100%

**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.**

We received complaints through extra net portal, emails and CAPA (corrective and preventive action plan). Accordingly, response is made through the same

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

As a percentage to total turnover	
Environmental and social parameters relevant to the product	Not applicable. The company is B2B (Business to Business) and steel products are manufactured as per the requirement of Auto OEM Customers.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of Products	Nil	Nil	-	Nil	Nil	-
Quality of Products	75	Nil	-	82#	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Other	Nil	Nil	-	Nil	Nil	-

Note: # Customer registered quality issues have been considered and data restated for FY 2022-23

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls	0	NA

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

Yes, the company has IT policy which encompasses Data privacy policy/framework.

As technology and digital advancements continue to progress, cyber risks are becoming more prevalent. To address this, the company has established a robust Cyber Risk Management framework, which is overseen by the Risk Management Committee. The framework ensures that cyber risks are identified and mitigated effectively. The company has implemented cyber security policy as enlisted below

<https://www.jbmgroupp.com/wp-content/uploads/2024/07/Cyber-Security-Policy.pdf>

**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**

The Company has not had any instances of cyber security or data breaches, product recalls or product safety complaints. The Company has a data privacy and cyber security policy approved by the board which provides the highest level of protection regarding the processing of its employees', vendors', and clients'/customers' personal data based on applicable data protection laws and regulations.

7. Provide the following information relating to data breaches:

a.	Number of instances of data breaches along-with impact	Nil
b.	Percentage of data breaches involving personally identifiable information of customers	Nil

**Leadership Indicators**

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

The Company is B2B (Business to Business) and products are manufactured as per the requirement of Customers.

Our manufacturing capability, product & service details can be accessed through our group website <https://www.jbmgroup.com/>

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

Not applicable. The company is B2B (Business to Business) and products are manufactured as per the requirement of Customers.

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

Not applicable. The company is B2B (Business to Business) and products are manufactured as per the requirement of customers and is not engaged in providing any essential services to customers.

**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. 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)**

Not Applicable.

The company is B2B (Business to Business) and products are manufactured as per the requirement of Customers.