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|---|---|
| 1 BSE Ltd.
Department of Corporate Services
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai – 400 001
Security Code No. 500380
Through: BSE Listing Centre | 2 National Stock Exchange of India Ltd.
“Exchange Plaza”
Bandra-Kurla Complex
Bandra (East)
Mumbai – 400 051
Symbol: JKLAKSHMI, Series : EQ
Through: NEAPS |
|---|---|

Dear Sir/ Madam,

Re: Business Responsibility and Sustainability Report

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith Company's Business Responsibility and Sustainability Report for the Financial Year 2022-23, which also forms part of the Integrated Annual Report 2022-23 of the Company in the format as specified by the Securities and Exchange Board of India.

Thanking you and assuring you our best co-operation at all times.

Yours faithfully,
For JK Lakshmi Cement Limited

(Amit Chaurasia)
Company Secretary

Encl: a.a.



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	: L74999RJ1938PLC019511
2.	Name of the Listed Entity	: JK Lakshmi Cement Ltd.
3.	Year of Incorporation	: 1938
4.	Registered Office Address	: Jaykaypuram, Distt.: Sirohi- 307 019, Rajasthan
5.	Corporate Address	: Nehru house, 4, Bahadur Shah Zafar Marg, New Delhi-110 002
6.	E-mail	: lakshmi_cement@lc.jkmail.com
7.	Telephone	: Ph. No.: 02971-244409/244410 Fax No.: 02971-244417
8.	Website	: www.jklakshmicement.com
9.	Financial Year for which reporting is being done	: 1 st April 2022- 31 st March 2023
10.	Name of the Stock Exchange(s) where shares are listed	: BSE Ltd. National Stock Exchange of India Ltd.
11.	Paid-up Capital	: ₹ 58.85 Crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	: Shri Arun Kumar Shukla President & Director Tel. Number - +91 11 68201877 E-mail id : arun.shukla@jkmail.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)	: The disclosures under this Report are made on a standalone basis.

II. Products / services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Cement Manufacturing	Cement Manufacturing & Selling	92%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Cement & Clinker	2394	92%

III Operations

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

Location	Number of plants	Number of offices	Total
National	2 Integrated Cement Plants & 4 Grinding Units	28	34
International	-	-	-



17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	18 States & UTs
International (No. of Countries)	One (Only India)

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

Not applicable as the Company is not exporting cement.

c. A brief on types of customers

Trade customers- IHB- Individual home builders who built their home on a plot of land

Non-Trade- Institutional customers -entities who buy cement from the Company for various housing and commercial / government projects.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
EMPLOYEES						
1.	Permanent (D)	1476	1461	99%	15	1%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D+E)	1476	1461	99%	15	1%
WORKERS						
4.	Permanent (F)	223	223	100%	0	0
5.	Other than Permanent (G)	2069	1871	90%	198	10%
6.	Total workers (F+G)	2292	2094	91%	198	9%

b. Differently abled Employees and Workers:

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent(D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D+E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent(F)	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F+G)	0	0	0	0	0

19. Participation / Inclusion / Representation of women

	Total (A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	8	2	25%
Key Management Personnel *	4	1	25%

* Including two Executive Directors

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.7%	0.3%	10.0%	10.2%	0	10.2%	10.3%	0.4%	10.7%
Permanent Workers	1.28%	0	1.28%	0	0	0	0	0	0

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

21. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding* / subsidiary / associate companies / joint ventures (A)	Indicate whether holding*/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? Yes/No
1.	Hansdeep Industries & Trading Company Ltd.	Subsidiary	100%	No
2.	Udaipur Cement Works Ltd.	Subsidiary	Equity -72.54%	No
3.	Ram Kanta Properties Pvt. Ltd.	Subsidiary	100% ^	No
4.	Dwarkesh Energy Ltd.	Associate	Equity – 35%	No

* The Company does not have any holding company; ^ Wholly Owned Subsidiary of Hansdeep Industries & Trading Company Ltd.

VI. CSRD Details

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

(ii) Turnover (in ₹) 6071.05 Crores

(iii) Net worth (in ₹) 2723.74 Crores

VII. Transparency and Disclosures Compliances

23. 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 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	NIL	NIL	NIL		NIL	NIL	
Investors (other than shareholders)	NIL	NIL	NIL		NIL	NIL	
Shareholders	Yes** www.jklakshmicement.com	12	0	**	10	1	** (Pending Complaint resolved)
Employees and workers	NIL	NIL	NIL	NIL	NIL	NIL	
Customers	178	178	NIL	All Resolved	173	NIL	All Resolved
Value Chain Partners	NIL	NIL	NIL		NIL	NIL	
Other – Community	NIL	NIL	NIL	NIL	NIL	NIL	

** The Company has a dedicated Manager level employee who regularly keeps a track of the complaints received from shareholders and promptly responds (say 3 to 5 days) to the Complainant to ensure that the complaint is resolved immediately to the satisfaction of the Shareholder without any delay. All the complaints of shareholders received during a quarter, if any and actions taken thereon are placed before a Board level Committee, constituted under Regulation 20 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Section 178 of the Companies Act, 2013.

24. Over view 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

The Company has identified various risks on key material aspects that relate to all dimensions of sustainability to mitigate and create opportunity through innovation and consistency. Some key risks identified out of material aspects are given below:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Economic Value & Business Performance	R	Poor business performance affects employee morale, productivity and innovation. It further hampers the reputation of the Company and implies reduced business opportunities for an enterprise, meaning lower dividends for shareholders and increased cost of capital.	To be among the top five EBDITA players in the industry	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Customer Satisfaction	R	Lack of initiatives towards sustaining customer satisfaction hampers customer loyalty, leading to reduced market reputation and lower revenue from sales.	Company has key focus on the customer centricity and robust mechanism to resolve their grievances	Negative
3.	Integrity and Transparency	R	Unethical acts by an enterprise can bring about substantial reputational damage to a Company, hence affecting its future earnings besides regulatory penalties.	Policies in place.	Negative
4.	Compliance to Regulations	R	Sanctions and financial penalties may be imposed on an enterprise by the regulatory authorities for acts of non-compliance.	Strong internal compliance system in place	Negative
5.	Human Capital Development	R	Lack of human capital development initiatives will lead to reduced employee productivity and poor turn-around time, leading to weak performance at the operational level. Also hampers Company's overall performance and progress towards its strategic targets, leading to decline in revenues.	Various initiatives	Negative
6.	Community Development	R	Lack of community development initiatives can bring about hostility and unrest among the local community, thus endangering the Company's social license to operate.	Strong CSR initiatives	Negative
7.	Occupational Health and Safety	R	Insufficient investment towards ensuring occupational health and safety of employees has a direct negative impact on labour costs through lower productivity. Lower performance not only poses threat to a Company's reputation and staff morale, but also results in increased operating costs in the form of fines and other contingent liabilities.	Maintain Zero Loss Time Injury Frequency Rate (LTIFR)	Negative
8.	Energy and Emissions	R	Having a poor track record in energy consumption and emissions management is likely to experience reduced trust from investors and stakeholders. The regulatory authorities may impose penalties on the Company due to poor energy and emissions performance.	Increased usage of solar and other renewable source of energy	Negative



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9.	Water Management	R	Lack of water management initiatives will lead to depletion of water resources in an area and impacting social and biodiversity value.	Various water stewardship projects	Negative
10.	Resource Conservation	R	Poor resource management will have impact on Company's long lasting existence and performance, it will also lead to resource depletion.	Enhanced use of Alternative Fuel and Raw Material (AFR) and proactive resource conservation initiatives	Negative
11.	Sustainable Supply chain partners	O	Build sustainable Supply chain and mitigate disruption and reputational risks	Focus on sustainable sourcing	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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) NOTE: These policies, have been signed approved by President & Director of the Company.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	It has been the Company's practice to upload all the policies on the intranet for the information and implementation by internal stakeholders. The Code of Conduct for Board Members and Senior Management and other relevant policies are available on the website of the Company at https://www.jklakshmicement.com/code-of-conduct/ and https://www.jklakshmicement.com/companies-policies-other-information/ Weblink of ESG/ sustainability policy is below- https://www.jklakshmicement.com/esg-policies/								
2. Whether the entity has translated the policy into procedures. (Yes /No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fair trade, Rainforest Alliance, Trustea) standards (e.g. SA8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies are based on all the above prescribed principles. The key focus of these policies is to follow the spirit of national and international standards like ISO45001; UNGC Guidelines; GRI Standards; WBCSD and others wherever applicable.								

	P1- Quality management (ISO 9001:2015) P2- Quality management (ISO 9001:2015); Energy management (ISO50001:2018); Occupational Health and Safety management (ISO45001:2018); Environment Management (ISO14001:2015) NABL Lab (ISO/IEC 17025) PPC [IS 1489 (PART 2)]; Composite (IS 16415: 2015); Slag (IS 455: 2015); OPC (IS 269:2015) Green certification P3- Quality management (ISO 9001:2015) Energy management (ISO50001:2018) ;Occupational Health and Safety management (ISO45001:2018); Environment Management (ISO14001:2015) P4- Quality Management (ISO 9001:2015) P5- Quality Management (ISO 9001:2015) P6- Energy management (ISO50001:2018) ; Occupational Health and Safety Management (ISO45001:2018) P7- Quality Management (ISO 9001:2015) P8- Quality Management (ISO 9001:2015); Energy Management (ISO50001:2018); Occupational Health and Safety management (ISO45001:2018); Environment Management (ISO14001:2015) P9- Quality management (ISO 9001:2015)
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Goals and targets are set annually which are derived from Company Strategic Business Plan. Specific sustainability targets have been identified and the timelines for achieving carbon neutrality are being defined. All other specific targets – long term and short term -are periodically reviewed and approved by management.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	For all identified KPIs, performance reviews are conducted on annual basis by the top management in Business Review Meetings.
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)	Being a responsible cement manufacturing Company, we at JK Lakshmi Cement Ltd. (JKLC) are committed for the BRSR and ESG principles, inclusive growth, UN Sustainable Development Goals and other commitments of the nation. We are committed to continuously strive for improving our ESG performance by not only mitigating social and environmental negative impacts but by creating positive externalities through our business operations.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Shri Arun Kumar Shukla President & Director
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.	Please refer response given at Question No. 8.



10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/ Any other Committee									Frequency (Annually/Halfyearly/Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Performance review of selected key KPIs are conducted by President & Director at the defined frequency.									Annually								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Senior leadership team									Quarterly								
11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	Independent assessment has not been done yet as we have been in the process of policy formation, deployment and its dissemination. This will be planned at an appropriate time. However, the respective functions evaluate the policy on regular basis internally based on the inputs received from stakeholders.								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

- 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 /	2	(i) Updates on Sustainability initiatives including CSR initiatives undertaken.	100%
Key Managerial Personnel	4	(ii) Updates on Whistle Blower Mechanism and Code of Conduct for Members of Board and Senior Management. The Board members has been updated with the above and the underlying principles thereby adding values.	100%
Employees other than BOD and KMPs	271	Ethics; code of conduct; safety; JKLC core values; vision; mission; competencies; Emergency plan; ERP; waste management; 5S; Sustainability; Whistle Blower; Prevention of Sexual Harassment at workplace and others	100%
Workers	3,265	Safety trainings; H & S; Emergency; Hazards; Waste Management; First Aid; Mission; Core Values and others	100%

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

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement	Amount (In ₹)	Brief of the Case	Has an Appeal been filed
Penalty/Fine	Principle 9	Competition Commission of India	6.55 Crores	Competition Commission of India (CCI) vide its order dated 19 th January 2017 had imposed a penalty on certain cement companies including a penalty of ₹ 6.55 Crores on the Company pursuant to a reference filed by the Government of Haryana. The Company has filed an appeal with Competition Appellate Tribunal (COMPAT) against the said order. COMPAT has granted a stay on CCI's order. After the merger of COMPAT with National Company Law Appellate Tribunal (NCLAT), the Company's case also stands transferred to NCLAT. Based on the legal opinion, the Company believes that it has a good case in the matter.	Yes
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-
Non-Monetary					
	NGRBC Principle	Name of the regulatory/enforcement	Amount (In INR)	Brief of the Case	Has an Appeal been filed
Imprisonment	-	-	-	-	-
Punishment	-	-	-	-	-



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

Case details	Name of the regulatory / enforcement agencies/ Judicial institutions
The Competition Commission of India finally vide order dated 19-1-2017 held seven cement companies guilty of bid rigging and imposed fine of Rs. 205.73 in aggregate on them out of which JKLC alone has been penalized for ₹ 6.55 crores.	All the seven companies filed appeal before Competition Appellate Tribunal (now transferred to National Company Law Appellate Tribunal). JK Lakshmi Cement was first to file the appeal bearing no.- Transfer Appeal (Appellate Tribunal) (Competition) No 39 of 2017 (earlier appeal no. 2 of 2017 before COMPAT). The appeal is yet to be heard and finally disposed. We are ethically, and socially responsible Company and we very strongly reiterate that we have never been a part of bid rigging or any other wrongdoing in our business practices and would like to reassure to all our stakeholders that the Company has never indulged or was part of any bid rigging or has undertaken any unfair practices.

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, we do have a policy. In addition, the required steps to ensure proper reporting of such incidents have been given in Vigil Mechanism/Whistle Blower Policy.

<https://www.jklakshmicement.com/wp-content/uploads/2023/05/Anti-Bribery-Policy.pdf>

<https://www.jklakshmicement.com/Vigil-Mechanism.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:

	FY 2022-23 (Current Financial Year)	FY2021-22 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2022-23 (Current Financial Year)		FY2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	N.A.	NIL	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	N.A.	NIL	N.A.

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

NIL

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
Nil	Nil	Nil

Being a responsible organization we have been discussing and creating awareness among our stakeholders through formal and informal channels. We plan to conduct structured trainings and awareness programs for our value chain partners in coming years.

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, we do have a process in place which is governed by the "Code of Conduct for Members of the Board and Senior Management" of JK Lakshmi Cement Ltd. Web link to the same is: <https://www.jklakshmicement.com/code-of-conduct/>

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe.

Essential Indicators

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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year	Details of improvement in environment and social impacts
R & D (₹)	7.63 Crores	7.43 Crores	Company's R & D is engaged in developing innovative green products, process improvement in cement manufacture, reduction in carbon emission and developing alternative building materials.
Capex (₹)	74.45 Crores	160.82 Crores	

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

Yes, the Company has a sustainable sourcing policy in place. We have digital vendor registration process in place which mandates vendors to provide information while registration on sustainability aspects like "Social accountability, ESG aspects, wastes management, ISO's registration, etc.". On successful completion of survey, vendors can only proceed further for registration.

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

70% of input Raw Material sourced (i.e., Flyash / Gypsum except natural / Slag etc.), successfully eliminating the similar amount of requirement of virgin natural resource of raw material required for production of cement is attributable as industrial waste sustainable sourced materials.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

We believe in "waste to wealth" and from the very beginning of the project, we adopted the "Reduce -Reuse - Recycle (3Rs)" principle.

- JKLC as brand owner has applied for registration against Extended Producer Responsibility (EPR) under Plastic Waste Management Rules, 2016 & as amended. As per EPR guidelines, we have achieved 25% target for FY 2021-22 and 70% target for FY 2022-23. The major product of JKLC is Cement, which is packed in cement bags. In most of the cases these bags are reused for construction purpose as well as for storing other items like grains, fodder etc. Plastic bags once discarded are also recycled by waste recyclers to make new bags. JKLC utilizes waste in form of Refused Derived Fuels (RDFs) in Co-processing Cement Kiln. Furthermore, we have also met our targets with the help of CPCB authorized recyclers.
- Ours is a Cement product so there is no E-waste generated from the manufacturing process. However, the only E-waste generated is from the office operations and whatever E-Waste generated is being sold to the CPCB registered recyclers.
- During cement manufacturing, only used oil generated from operational machinery (hazardous waste) from our plant. Used oil is stored at identified best isolation locations in plant boundary which is sold to SPCB/CPCB authorized recyclers. Moreover, we are utilizing hazardous waste as an alternative fuel and raw materials (AFR) in our cement manufacturing process, generated as waste/byproduct from other industries.
- We have adopted Vermi compost process in our plant to convert organic waste into nutrient rich Vermi compost. We have also used 5 years old lab tested cemented cubes to make walkway. We follow paperless processes through adoption of S4HANA SAP system in our work to reduce generation of paper waste. We have adopted a closed loop cement manufacturing process. If any case whatever waste generated from the manufacturing process, it is being utilized in cement manufacturing process.

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

Yes. Extended Producer Responsibility (EPR) is applicable to us. We have submitted the waste collection plan, which is in line with the EPR plan, to concerned State pollution Control Boards and Central Pollution Control Board. As per EPR guidelines, we have achieved 25% target for FY 2021-22 and 70% target for FY 2022-23.



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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We have planned for LCA of our products in the coming years.

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
NA	NA	NA

3. Percentage of recycled or reused in put 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 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Chemical Gypsum /Gypsum Waste	4%	4%
Fly ash	18%	20%
Red Ochre	1%	2%
Marble Waste	1%	1%
Calcite	0%	0%
Iron Slage	2%	2%
Granulated Slag	1%	1%
FF Slag	0%	0%
Block Dust/Flyash -Rubber	0%	0%

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:

	FY 2022-23 Current Financial Year			FY 2021-22 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

Note: - JKLC as brand owner manufacture Cement and Clinker where only Polypropylene (PP) bags are being used to pack cement products. We do not reclaim the same material used in our product packaging material but through CPCB authorized recyclers, we recycle the plastic packaging materials as per the guidelines of Extended Producer Responsibility (EPR). EPR is applicable to us. As per EPR guidelines, we have achieved 25% target for FY 2021-22 and 70% target for FY 2022-23.

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

Indicate Product Category	Reclaimed products and their packaging material as % of total products sold in respective category
Cement and PP Bags	25% (FY 2021-22)
	70% (FY 2022-23)

Note: - JKLC as brand owner manufacture Cement and Clinker where only Polypropylene (PP) bags are being used to pack cement products. We do not reclaim the same material used in our product packaging material but through CPCB authorized recyclers, we recycle the plastic packaging materials as per the guidelines of Extended Producer Responsibility(EPR). EPR is applicable to us. As per EPR guidelines, we have achieved 25% target for FY 2021-22 and 70% target for FY 2022-23.

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:

% of employees covered by

Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number(B)	%(B /A)	Number(C)	%(C/A)	Number(D)	%(D/A)	Number(E)	%(E /A)	Number(F)	%(F /A)

Permanent employees

Male	1461	1461	100%	1461	100%	NA	NA	NA	NA	NA	NA
Female	15	15	100%	15	100%	15	100%	NA	NA	15	100%
Total	1476	1476	100%	1476	100%	15	1%	NA	NA	15	1%

Other than Permanent employees

Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

% of workers covered by

Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number(B)	%(B /A)	Number(C)	%(C/A)	Number(D)	%(D/A)	Number(E)	%(E /A)	Number(F)	%(F /A)

Permanent workers

Male	223	223	100%	223	100%	NA	NA	NA	NA	NA	NA
Female	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	223	223	100%	223	100%	NA	NA	NA	NA	NA	NA

Other than Permanent workers

Male	1871	1871	100%	1871	100%	NA	NA	NA	NA	NA	NA
Female	198	198	100%	198	100%	198	100%	NA	NA	198	100%
Total	2069	2069	100%	2069	100%	198	10%	NA	NA	198	10%

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	As Per Act	As Per Act	Yes	As Per Act	As Per Act	Yes
Others-please specify	NA	NA	NA	NA	NA	NA

3. Accessibility of workplaces

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

Yes the Company has a policy on diversity and inclusion and the actions are being taken.

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

Yes, the Company is committed to being an equal opportunity employer and ensure an inclusive workplace for all. The policy is being developed.

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	N.A.	N.A.	N.A.	N.A.
Female	100%	100%	N.A.	N.A.
Total	100%	100%	N.A.	N.A.

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	Company's policy and Union Meetings
Other than Permanent workers	Grievance Handling Mechanism
Permanent employees	As a part of our open and transparent culture, we follow open door policy. So every employee can share their concerns to their functional heads or leaders at any point in time.
Other than Permanent Employees	They can directly approach the respective HODs/ In Charge and the same is addressed by the respective HODs/ In Charge.

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	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	342	0	0	352	0	0
- Male	338	0	0	347	0	0
- Female	4	0	0	5	0	0
Total Permanent Workers	219	219	100%	218	218	100%
- Male	219	219	100%	218	218	100%
- Female	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Health Safety Measures		On Skill Upgradation		Total (D)	On Health Safety Measures		On Skill Upgradation	
		No. (B)	%(B /A)	No. (C)	%(C/A)		No. (E)	%(E /D)	No. (F)	%(F /D)
Employees										
Male	1461	1461	100%	1271	87%	1445	1445	100%	1277	88%
Female	15	15	100%	14	93%	17	17	100%	15	88%
Total	1476	1476	100%	1285	87%	1462	1462	100%	1292	88%
Workers										
Male	223	223	100%	198	89%	218	184	84%	177	81%
Female	0	0	0	0	0	0	0	0	0	0
Total	223	223	100%	198	89%	218	184	84%	177	81%

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No.(B)	%(B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	1461	1461	100%	1445	1445	100%
Female	15	15	100%	17	17	100%
Total	1476	1476	100%	1462	1462	100%
Workers						
Male	223	223	100%	218	218	100%
Female	0	0	0	0	0	0
Total	223	223	100%	218	218	100%

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?

JKLC is ISO 45001:2018 certified Company and Occupational Health and Safety Management system is implemented. All the integrated units as well as grinding units including marketing operations are ISO 45001:2018 certified

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

JKLC has a process for hazard identification that is ongoing and proactive. The processes consider the criteria as per Clause 6.1.2.1 of ISO 45001:2018. HIRA module is there in SAP system for carrying out Hazard identification and Risk Assessment and is available online for shopfloor use. HAZOP study is done for SNCR system and Fire load assessment is done for deployment of active and passive control measures.

- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)

Yes, our commitment reflects in our OH&S policy, We encourage our employees to report identified near miss incidents through digital platform i.e., near miss reporting system, BBS observation module and Safety visit app as well as near miss reporting form available in hard form. We have Suggestion scheme for suggestions including safety suggestion and section level safety committee meetings are conducted monthly and apex level safety committee meetings are conducted quarterly for ensuring occupational health and safety and address identified work-related hazards.

- d. Do the employees / worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)

Yes, all the employees including workmen have access to non-occupational & healthcare services in our plants. We have fully equipped Occupational Health Centers (OHC) in our township. Our OHC is opened for all staffs including workmen & their family members.

Our OHC have following facilities:

- One well experienced & certified doctor & two nurses (Male & Female) always available.
- X-Ray, lab & ECG facility.
- Separate wards for male & female.

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

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0.18
Total recordable work-related injuries	Employees	0	0
	Workers	0	2
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities) (Permanent disability and occupational disease)	Employees	0	0
	Workers	0	0

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

Caring for people is one of our core values and we aim for Zero Harm. Our OH&S Vision is "To be a recognized leading Company promoting healthy and safe workplace for achieving goal of "Zero Harm"" and OH&S Mission is "To develop and implement user friendly and effective OH&S Management System that fits to the organization and drive Risk Prevention Culture". We sustained plant operations by identifying potential area proactively and address them in user friendly manner through digitalizing business processes. Some key initiatives include -

- Learning kiosk for self-assisted learning.
- Digital SAP based system for Hazard Identification and Risk Assessment, TBT & BBS Observation.
- Digital SAP based system for capturing Near Miss incidence and ensure elimination of its root cause.
- Digital SAP based system for plant safety inspection.
- Mobile app for safety inspection of utilities and portable equipment and machines.
- Mobile app for safety visit.
- Digital system for permit to work and LOTOTO (Lock out tag out and try out).
- RFID tagging system for ensuring healthy condition of firefighting equipment and generation of all legal records.
- Digital SAP based KRA monitoring system for line function as well as safety function.
- Mobile app for logistic safety.
- Mobile app for Contractor site safety inspection and PPE compliance audit.
- Hydrant system IOT for 24X7 healthiness monitoring.
- Digital system for emergency mock drill.
- Safety manual and Standards.

Through the effective implementation of Safety Management System, JKLC has built safety culture which has incubated safety in the day-to-day activities. It covers safety in all aspects of plants and facilities i.e., to control loss to personnel, equipment, material, and environment. With the top management driven approach, these systems are effectively implemented and being sustained according to the highest standard in the industry. Hazard identification & risk assessment, SOP's, Training, BBS, Incident management system, near miss reporting, Safety observation visit, logistic safety inspection through app, Safe start-up & shutdown procedures, Emergency response plans, Management of Change, Statutory compliances audits and need base Safety training are major elements of Safety Management System implemented at JKLC.

All our efforts have been recognized by several awards-

- National Award form DGFASALI, Ministry of Labor and Employment Government of India
- 1st Level: Sarvashreshtha Suraksha Puraskar "Golden Trophy" in Group D, by National Safety Council of India in 2021
- Outstanding achievement in the Industrial Safety by DISH Labour Dept. Govt. of Chhattisgarh in 2022
- Golden Peacock Occupational Health & Safety Award 2022

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

14. Assessments for the year:

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

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

To address the significant risk arising from the assessment of health safety and working conditions, following measures have been taken-

- Ventilation study of Packing plant and Thermal power plant at Sirohi plant
- Installation of 300mA digital X-ray machine at Sirohi plant
- Installation of auto analyzer at Sirohi Plant
- Installation of oxygen concentrator at Sirohi plant
- Occupational health checkup
- Health camps like ENT, HIV-Aids, TB screening etc.
- Surveillance system for traffic control
- Centralized monitoring station for fire detection and alarm system
- Biometric access control for electrical load center for ensuring authorized entry.
- Fire retardant coating on cables and sealing of cable entry points
- Hydrant system IOT for 24X7 monitoring
- Auto fire suppression system for IT data center, transformers, coal mill AFR feeding system.
- Animation videos for mines safety, visitor safety and drivers safety
- Use of Kevlar suit for high-risk jobs at kiln
- Engineering controls in mining equipment like front blind spot camera, rear & front proximity sensor, rear view camera, advanced emergency braking system, down hill speed control and hill hold system etc.
- Mist system for crusher dump hopper
- Audio visual alarms and interlocks
- RCCB for electrical safety
- Display of visuals and models
- On the job observation, appreciation and influencing commitment for safe behavior.

Leadership Indicators

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

Yes the Company extends life insurance and compensatory package in the event of death of both employees and workers. Employees are covered under social security laws like PF & ESI which ensures benefit (Compensatory package) in the event of death of employees & workers.

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



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 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employ ability and the management of career endings resulting from retirement or termination of employment?

Yes, as per the business requirement.

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	No assessment was done during FY 2022-23. However, these considerations are standard terms of our contracts to maintain the best standard of health & safety practices.
Working Conditions	No assessment done during FY 2022-23. However, we are planning to conduct in near future.

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

The cement industry involves a variety of hazards like Dust; Chemicals; High temperatures; Heavy machinery; Electrical hazards; Slip trip & Falls; Noise; Manual handling etc. that can lead to serious injuries or fatalities. To mitigate these hazards, proper safety procedures are implemented, necessary personal protective equipment (PPE) are provided to workers, and it is ensured that workers are properly trained to perform their jobs safely.

Safety culture is developed through implementation of Behavior Based Safety Management System. Risk assessments are conducted on a regular basis to ensure that safety measures are effective. Safety policies and procedures, that are designed to ensure safe and healthy work place aimed at Zero Harm are communicated to all employees, implemented at shopfloor and are being updated regularly to reflect changing conditions. Safety training is imparted to all employees, including new hires and contractors at regular interval. Equipment and facilities are maintained in safe to use condition through periodical audits and inspection. Employees and contract workers are encouraged to report of hazards and near miss cases. Occupational disease prevention is ensured through workplace hygiene monitoring, engineering control, implementation of work practices, training and awareness, use of appropriate PPE and medical examination.

Workers participation and consultation is ensured in safety management by involving them in Hazard identification and Risk Assessment, safety observation, safety committee meeting, CFT meeting and safety suggestion etc.

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 has strong business commitment towards shared value creation for various stakeholders and have accordingly mapped its internal and external stakeholders. The Company interacts with its various stakeholders throughout the year to ensure sustainable and harmonious relations. The Company's internal stakeholders include employees, whereas external stakeholders include business partners / suppliers, customers, communities around business operations, society, competitors, shareholders/ investors, and the governments.

Details are available in the Corporate Sustainability Report for the FYs 2016-18 at the Company website: <https://www.jklakshmicement.com/the-sustainability-report/>

The Company regularly engages with all its relevant stakeholders to create a positive impact across its value chain, and it has been running multiple programs under its CSR Health; Water & Sanitation; Education; Skilling & Livelihoods and Rural Development initiatives to bring transformational changes in the lives of vulnerable and the marginalized sections of society.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Email, letters SMS, Newspapers, Meetings, Company Website, Stock Exchange, other Statutory Authority, Roadshows	Regularly through Company's Website and website of Stock Exchange, through Annual General Meetings	Disseminating and sharing of information with the shareholders with a view to update and also to seek their approval etc. as may be required.
Institutional Investors	No	Annual General Meetings, Quarterly Concalls, Presentation on Website	Need based	ROI and ESG performance
Investors other than shareholders	No	Roadshows, Email, Newspaper, Company Website	Regularly	-
Employees & Workers	No	Roadshows, Email, Meetings, Communication from Top Management	Daily, Weekly, Monthly, Annually, Need Based	Employee well being, career development, grievance handling, industry scenario
Customers	No	Roadshows, Feedback surveys, Customer needs, Social media, Campaigns, Customer meets	Need based- periodically	Complaints handling, product communications
Value Chain Partners	No	Meetings, phone calls, emails	Weekly, monthly, annually, need based	Customer relationship, product knowledge
Communities	Yes	Meetings, message	Daily, weekly, monthly, need based	Community development including health, water, education, sanitation etc.
Statutory Body	No	Interactions, industry forum meets, compliance report	Need based	Compliance, industry concerns, government expectations

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 feed back from such consultations provided to the Board.

Please refer to the stakeholder engagement section of Integrated Annual Report (IAR).

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.

Please refer to the stakeholder engagement section of integrated annual report.

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

JKLC consciously acts as a responsible corporate citizen and engages with the marginalized and vulnerable sections of the society. Our major engagement channels are with local communities and other stakeholders like masons, petty contractors, drivers etc., benefitting through our CSR interventions. We engage with them frequently through need assessment and other participatory methods to understand their needs and impact of our interventions. We have also provided essential COVID 19 relief to our various stakeholders such as communities around our plants, masons, employees, workmen and business partners. Please refer to CSR report and Social & Relationship Capital section in the IAR for further details.



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 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. employees/workers covered (B)	% (B/A)	Total (C)	No. employees/workers covered (D)	% (D/C)
Employees						
Permanent	1476	1033	70%	1462	950	65%
Other than permanent	0	0	0	0	0	0
Total Employees	1476	1033	70%	1462	950	65%
Workers						
Permanent	223	110	49%	218	98	45%
Other than permanent	2069	1035	50%	2076	934	45%
Total Workers	2292	1145	50%	2294	1032	45%

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More then Minimum Wage		Total (D)	Equal to Minimum Wage		More then Minimum Wage	
		No. (B)	%(B /A)	No. (C)	%(C/A)		No. (E)	% (E /D)	No. (F)	% (F /D)
Employees										
Permanent	1476	0	0	1476	100%	1462	0	0	1462	100%
Male	1461	0	0	1461	100%	1445	0	0	1445	100%
Female	15	0	0	15	100%	17	0	0	17	100%
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	223	0	0	223	100%	218	0	0	218	100%
Male	223	0	0	223	100%	218	0	0	218	100%
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	2069	683	33%	1386	67%	2076	816	39%	1260	61%
Male	1871	485	26%	1386	74%	1865	605	32%	1260	68%
Female	198	198	100%	0	0	211	211	100%	0	0

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

S. No.	Particulars	Male		Female	
		Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
1	Board of Directors (BoD) - Executive Director (ED)*	1	2,39,97,695	1	21,52,47,675
2	BOD - Non EDs**	5	17,40,000	1	15,15,000
3	Key Managerial Personnel (KMP)***	2	4,16,88,593	-	-
4	Employees other than BoD and KMP	1458	10,58,184	14	12,13,968
5	Workers	223	5,45,999	-	-

* The remuneration of two Executive Directors (ED), who relinquished their office w.e.f. from 01.08.2022, is not considered in median calculation as their remuneration is only for the part of year.

** The remuneration of one Non Executive Director, who relinquished his office w.e.f. from 31.08.2022, is not considered in median calculation as his remuneration is only for the part of year.

*** The median remuneration of one Executive Director (KMP) is covered as a part of Board of Directors, therefore not included in the median remuneration paid to KMP and the remuneration of one KMP, who relinquished his office w.e.f from 01.09.2022, is not considered in median calculation as his remuneration is only for the part of year.

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

The fundamental human rights issues are governed by the national legislations of India for instance child labour, forced labour, sexual harassment etc. JKLC complies with laws of the land. In addition to above legislative framework we have internal committees to take care of human rights issues pertaining to child labour, sexual harassment etc.

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

We comply with law of the land. In addition to the national legislative framework we have internal committees to take care of human rights issues pertaining to child labour, sexual harassment etc.

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NIL	NIL	NIL	NIL	NIL
Discrimination at workplace	NIL	NIL	NIL	NIL	NIL	NIL
Child Labour	NIL	NIL	NIL	NIL	NIL	NIL
Forced Labour / Involuntary Labour	NIL	NIL	NIL	NIL	NIL	NIL
Wages	NIL	NIL	NIL	NIL	NIL	NIL
Other human rights related issues	NIL	NIL	NIL	NIL	NIL	NIL

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

We have Code of Conduct and SHAW Policy. Additionally, we have education program on harassment and code of conduct for all the employees at all levels. We also follow the philosophy of protection of whistle blowers.

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

Yes, in consonance with applicable legislation and rules made thereunder. The same has been made a part of our agreements and contracts.

9. Assessments for the year

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

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Not applicable.

The Company ensures proper screening of potential suppliers and partners that there are no child labour and forced/ involuntary labour. Our contracts with our value chain partners prohibit employment of child labour and forced/ involuntary labour. The Company strives to be a discrimination free Company and we do not allow discrimination & harassment based on religion, gender, cast disability, nationality, sexual orientation, race and age. In addition, we also expect all our value chain partners to uphold these principles and include guidelines on human rights in all our contracts.



Leadership Indicators

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

No complaints so far and therefore not applicable.

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

The Company has internal control mechanisms to ensure human rights due-diligence. All external contracts contain strict guidelines on human rights issues and compliance is monitored constantly. No third party due diligence conducted for human right, in the current financial year.

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

The Company is taking steps in this direction.

4. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	Nil
Child Labour	Nil
Forced Labour / Involuntary Labour	Nil
Wages	Nil
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.

Not applicable for the current year but the Company intend to undertake assessment of value chain partners in the coming years.

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

Essential Indicators

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A) (In GJ)	2423080	2300410
Total fuel consumption (B) (In GJ)	22350590	24151012
Energy consumption through other sources (C)	NA	NA
Total energy consumption (A+B+C) (In GJ)	24773670	26451422
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees) (in GJ/Rs.)	0.0004080	0.000525
Energy 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.

CII Bench marking study was conducted at our Integrated Plants at Sirohi and Durg in FY 2021-22.

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

Yes, JKLC-Sirohi & JKLC-Durg units are registered as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) scheme of the Government of India.

JKLC – Durg was registered in PAT III cycle with base line year 2015-16 under which the assessment year 2019-20. **All the targets were complied** in cycle III.

JKLC Sirohi- During PAT Cycle-1 we were given the target to reduce SEC by 4.91% against that we have reduced SEC by 14.77%. We got 38987 certificates exceeding the target.

In PAT cycle-2 we were given the target to reduce SEC by 4.8% but we have reduced only 2.33% & Banked certificates in PAT Cycle I is used for compliance in shortfall. Now we are in PAT Cycle-7 , we have to reduce SEC by 3.4% and to achieve this our Road map includes increase in usages of renewable energy; increase in usages of AFR and plant energy efficiency improvement.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	419357	577718
(ii) Ground water	731891	614255
(iii) Thirdparty water	0	0
(iv) Seawater/desalinatedwater	0	0
(v) Others	797	539
Total volume of water withdrawal (in kilo litres) (i+ii+iii +iv+v)	1152045	1192512
Total volume of water consumption (in kilolitres)	1152045	1192512
Water intensity per rupee of turnover (Water consumed / turnover) (in KL/Rs.)	0.0000190	0.0000237
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.

Yes. The names of the external agencies are mentioned below:

- National Productivity Council (For entire JKLC locations)
- Bureau Veritas (India) Pvt. Ltd. (For Kalol & Surat Plants)
- DN.VGL (For entire locations)
- TUV NORD CERT GmbH (For Durg and Cuttack plants)
- Vexil Business Process Services Private Limited (For Sirohi& Jhajjar plants)

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

Cement manufacturing is a dry process thus there is direct utilization of water in the process. Water is only being used for industrial cooling purposes. And there is no wastewater generated from cement manufacturing process. JKLC is maintaining its status of a Zero Liquid Discharge Unit (ZLD). We have placed Sewage Treatment Plants (STPs) for domestic sewage and Effluent Treatment Plants (ETPs) for wastewater generated from automobile workshops. We recycled 100% treated water to maintain ZLD. Treated water is being reused in Dust suppression, Greenbelt development, etc.

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

Parameter	Please specify unit	FY 2022- 23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	Ton/Annum	1342	1313
Sox	Ton/Annum	258	289
Particulate matter (PM)	Ton/Annum	17	28
Persistent organic pollutants(POP)	Ton/Annum	BDL	BDL
Volatile organic compounds(VOC)	Ton/Annum	BDL	BDL
Hazardous air pollutants(HAP)	Ton/Annum	BDL	BDL
Others – please specify	Ton/Annum	BDL	BDL

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

Yes. Third party monitoring is an external agency for calibration of Stack and monitoring for emission during Co-processing of AFR in Integrated Cement Plants. Names of Other External Agencies are Bureau Veritas (India) Pvt. Ltd., TUV NORD CERT GmbH and Vexil Business Process Services Private Limited.

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

Parameter	Unit	FY 2022- 23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	5380820	5299169
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	434543	603374
Total Scope 1 and Scope 2 emissions per rupee of Turnover		5815363	5902543
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity (in Kg CO ₂ / ₹ turnover)		0.09579	0.11710

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

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

- Yes. In order to reduce our carbon footprint, all our plants have started using renewable energy sources by setting up a solar power plant at their plant premises. In addition, we have tied up with various off set wind and solar power suppliers to use wind and solar power instead of using electricity generated from coal fired power plants.
- JK Lakshmi Cement Ltd. prefers to procure from suppliers who are proactive in reducing their environmental impacts and expects its suppliers to comply with relevant laws and regulations. JK Lakshmi Cement Ltd. has the right to exclude suppliers who do not exhibit the aforesaid measures. We buy local materials and try to minimize distance between source & project site to reduce transportation emission.
- Under our Plantation Drive initiative, we distribute free plants and saplings every year not only to schools but also to the villages, police stations, and communities and distribute free Tree Guards for the plants. As we know that trees are the perfect solution to mitigate GHG emission.

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

Parameter	FY 2022- 23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	29.53	41.69
E-waste (B)	0.186	3.52
Bio-medical waste (C)	0.192	0.180
Construction and demolition waste (D)	0	0
Battery waste (E)	14.40	8.13
Radio active waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	33.51	30.75
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	33568.63	66521.77
Total (A+B+C+D+E+F+G+H)	33646.44	66606.01
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	16.70	29.77
(ii) Re-used	30810.50	64551.50
(iii) Other recovery operations	0	0
Total	30827.20	64581.27

Parameter	FY 2022- 23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
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For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste

(i) Incineration	0.19	0.17
(ii) Landfilling	0	0
(iii) Other disposal operations	2815.71	2025.00
Total	2815.90	2025.17

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

Yes. External Agencies are GEM enviro & Mobi trash for PP bags recycle. Names of Other External Agencies are Bureau Veritas (India) Pvt. Ltd., DN.VGL, TUV NORD CERT GmbH and Vexil Business Process Services Private Limited.

9. 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.

- As such there is no hazardous waste generation from cement manufacturing process other than Used Oil from machinery operation. During cement manufacturing, only used oil generated from operational machinery (hazardous waste) from our plant. Used oil is stored at identified best isolation locations in plant boundary which is sold to SPCB/CPCB authorized recyclers. Moreover, we are utilizing hazardous waste as an alternative fuel and raw materials (AFR) in our cement manufacturing process, generated as waste/byproduct from other industries.
- JKLC always strives to replace hazardous and toxic chemicals in our products with eco-friendly alternatives. As such, our products do not use any hazardous and toxic chemicals. We have also used alternative raw materials (Fly ash, Chemical gypsum, Granulated slag etc.) in cement production.
- We believe in "waste to wealth" and from the very beginning of the project, we adopted the "Reduce -Reuse - Recycle" principle. Separate bins with labels are placed at dedicated points in the plant for waste collection and then according to the type of the waste, we will proceed for its reuse and recycling.

We have also implemented below Best Practices for Better Waste Management in our plant.

Waste Name	Best Practice
Organic Waste/ Food Waste / Plantation Waste	Food Waste Indication board placed at canteen is being used to sensitize employees about the importance of food and minimize the wastage of food. We collect organic waste like food waste, plantation waste etc., and then use in our in-house developed vermi compost system to make organic compost in our plant.
Construction Waste/ Tested Cement Cubes	Utilization of lab tested cement cubes in making of roads and landscape structures.
Used oil	We reuse the used oil in oiling and greasing of various mechanical parts and left one is sold it to the CPCB authorized vendors.
Discarded Single Use Plastic Bottles	Utilization of discarded single use plastic bottles and drums in plantation activities.
Paper Waste	Adopting paperless processes such as online issue voucher & PR system, Work permit system, Safety Audit etc. We reuse paper waste in in-house developed vermi compost system.
Metal Waste	We sell the metal waste to the authorized recycler for recycling purpose.
Liquid Waste/ Sewage/ Wastewater	The only liquid waste which is generated in our plant is sewage. Our plant is ZERO LIQUID DISCHARGE UNIT. We collect and treat wastewater through Sewage Treatment Plants and then this treated water is being utilized in greenbelt development activities in our plant.
Co-processing	Utilization of wastes such as POP, fly ash, Chemical Gypsum (hazardous waste), fly ash, etc. which are generated in other industries. So, by utilizing it, we are reducing the burden on the landfill.
Cow Dung Flowerpot Machine	In nurseries, conventionally plastic bags are used to grow plant saplings. There are many disadvantages associated with plastic bags like not being bio-degradable, having nil porosity, and hence not being ecofriendly. Moreover, after germination, the bag has to be torn off to facilitate root growth and in case the bag is not torn properly the plant gets damaged. The cow dung pots decompose to provide the necessary nutrients for plants such as nitrogen, phosphorous and potassium.



10. 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

S. 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.	J K Lakshmi Cement Limited Village-Ghantikhal, Radheshyampur, Cuttack, Odisha.	Cement Grinding Unit	Yes

11. 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 Weblink
Proposed expansion of Stand-Alone Cement Manufacturing (Clinker Grinding) Unit from 1.5 MMTA to 3.0 MMTA by M/s. JK Lakshmi Cement Limited Proposal No: SIA/GJ/IND1/415108/2023	As per EIA Notification 2006	27.01.2023	Yes M/s. Ecogreen Enviro Services (Nabet Accrediated) NABET/EIA/2023/IA0070, Valid Till- 22.12.2023	Yes	https://environmentclearance.nic.in/proposal_status_state.aspx?pid=ClosedEC&statername=Gujarat

12. 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:

We have complied with all 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.

S. No.	Specify the law/regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
NA	NA	NA	NA	NA

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format.

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A) (In GJ)	839377	698174
Total fuel consumption (B) (In GJ)	1040895	834890
Energy consumption through other sources (C)		
Total energy consumed from renewable sources (A+B+C) (In GJ)	1880272	1533064
From non-renewable sources		
Total electricity consumption (D) (In GJ)	1583703	1602237
Total fuel consumption (E) (In GJ)	21309695	23316122
Energy consumption through other sources (F)		
Total energy consumed from non-renewable sources (D+E+F)	22893398	24918358

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.

CII Bench marking study was conducted at our Integrated Plants at Sirohi and Durg in FY 2021-22.

2. Provide the following details related to water discharged

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilo litres)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(ii) To Ground water		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(iii) To Sea water		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
Total water discharged (in kilo litres)	0	0

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

Yes. Names of External Agencies are Bureau Veritas (India) Pvt. Ltd. , National Productivity Council, DN.VGL, TUV NORD CERT GmbH and Vexil Business Process Services Private Limited.

3. Water withdrawal, consumption and discharge in areas of waters tress (in kilo litres): 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:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilo litres)		
(i) Surface water	-	-
(ii) Ground water	-	-
(iii) Third party water	-	-
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilo litres)	-	-
Total volume of water consumption (in kilo litres)	-	-
Water intensity per rupee of turnover (Water consumed/turnover) (KL/ ₹)	-	-
Water intensity (optional) – the relevant metric may be selected by the Entity	-	-
Water discharge by destination and level of treatment (in kilo litres)		
(i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Ground water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-



Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
(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 kilo litres)		

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.

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

Parameter	Unit	FY 2022- 23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ ,NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	125528	132557
Total Scope 3 emissions per rupee of turnover	Kg CO ₂ / ₹	0.0020676	0.0026297
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Remarks: For FY 2022-23 under Scope -3 emissions, we have considered CO₂ emissions in upstream & downstream logistics operations and through employee commuting. However, FY 2022 we have inventorised CO₂ emission through upstream and downstream logistics operations.

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

5. 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.

Below are the major impact & mitigation measures of Wildlife Conservation Plan of our plant for which the information has been provided in Question 10.

Major Impact

- Impact on Soil & Air due to sound & pollution arising from plant operation.
- Sound from machinery and heavy vehicles may hamper natural movement of wildlife animals.
- The dust emission from plant may hamper the life of flora and fauna.

Some of the major mitigation and remedial measures undertaken by the Company are as below-

- 16.29-hectare area developed as green belt which balance the emission and prevent topsoil corrosion.
- One vehicle provided to the Forest department to watch & monitor elephant movement for the purpose of anti-depredation.
- Corpus fund of ₹ 4.06 Crores provided to the Forest department to undertake activities to prevent wildlife depredation and related activities.
- Company is implementing various CSR activities in the plant nearby villages and providing support to other stakeholders in their development initiatives.

6. 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 out come of such initiatives, as per the following format:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Use of Energy Efficient Light – LED Lights	We have installed LED lights in all locations of JKLC.	Reduction in GHG emissions.
2	Installation of scientifically designed "COOLING TOWER"	Natural Rainwater is being used in Cooling Tower to makeup so that usage of freshwater consumption can be reduced.	Water Conservation
3	All possible structures are covered with acrylic sheet	"Noise and dust emission reduced":- All possible structures are covered with acrylic sheet as under: a) Raw material unloading /loading and storage area is covered b) All the transfer points are fully enclosed and are equipped with bag filter, wherever required. c) All conveyor belts are provided with the conveyor covers to reduce dust emission.	To reduce noise and dust emission
4	Installation solar cleaning machine.	Optimum water is being utilized in cleaning activities of solar panels.	Water Conservation. Promote usage of renewable energy source.
5	Packaged Type Sewage Treatment Plant	Domestic purpose used water was collected through the pipeline and treated with STP Water treated from STP is used for the greenbelt development and gardening purpose	Fresh water conservation.
6	Rainwater harvesting	Utilize rainwater in plant operation instead of fresh water.	Conserve natural resources.
7	Chemical Gypsum/Gypsum waste Consumption	More usage chemical gypsum in cement manufacturing.	Conserve natural resources & to reduce land pollution.
8	Production: -PPC replaced with Composite Cement	We have promoted Composite production to replace PPC.	Reduction in GHG footprint. To reduce clinker consumption. Conserve natural resources
9	Greenbelt Development	We have developed more than 34% of greenbelt.	Trees Combat Climate Change Trees help keep environment clean and provide oxygen.
10	Lowest Water Consumption	We installed all possible location flow control valve. Installed "DIGITAL WATER METERS" for day-to-day monitoring of water consumption in plant for carrying out the water audit in plant. Pipelines laid over ground or just one meter underground to identify water leakage easily.	To reduce Fresh Water requirements and conserve natural resources.
11	Use of Fly ash Based AAC-Blocks & Bricks instead of Red mud Bricks	Fly ash based AAC Blocks were used in building construction in place of Red Mud Bricks, which resulted in saving of natural virgin red mud resource.	Green Building Initiative and Reduce GHG emission
12	In-house developed Organic Vegetable Farm	Unused land in plant premises near weight bridge has been developed as Farm for Organic Vegetable which will be used in cooking for officer's mess. Employees get pure vegetable and healthy food, and it will ultimately improve health of an employee.	Promote organic farming without using any chemical
13	Occupancy sensors and Transparent sheets	Occupancy Sensors and Transparent sheets have been provided in all Offices to switch off the Lights automatically when there is no one in the office.	Energy Conservation
14	VFD	Installation of VFD in Screw Compressor	Energy Conservation. Reduce GHG footprint.



S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
15	Power Saving Operation of Water Cooler	Timer based operation of water cooler	Energy Conservation. Reduce GHG footprint.
16	Logic Based Operation of Water Pump in Cooling Tower	The water pump operates only when the inlet temperature of water, coming into the cooling tower, reaches more than and equal to 32 °C. So by doing this, we are saving the power.	Energy Conservation. Reduce GHG footprint.
17	Power Saving Operation of Clinker Feeding System	Earlier the clinker first stored in clinker silo then from that it was transferred to clinker hopper. Now due to clinker of clinker Feeding System, the clinker is directly stored in hopper.	Energy Conservation. Reduce GHG footprint.
18	VFD	Installation of VFD in water pump system of cooling tower	Energy Conservation. Reduce GHG footprint.
19	VFD	Installation of VFD with CA Fan Motor	Energy Conservation. Reduce GHG footprint.
20	Water Saving Green belt development activities	Drip Irrigation and Sprinkler System for watering plants to reduce the water consumption	Water Conservation Initiative
21	Water Permit System	Water Permit System to control misuse or overuse of water. Every water discharge point is locked and opened once the permit with the meter reading is taken.	Sensitize Employees and workers towards water conservation
22	Air Cooled Heat Exchanger	Replaced the Water Cool Heat Exchangers with Air Cooled Heat Exchangers to eliminate the use of water in the cooling process. By doing this we are reducing the consumption of water.	Water Conservation Initiative
23	Rotary Screw Compressor	Replaced the Reciprocating Compressor with Rotary Screw Compressor which is an oil cooled compressor so there is no water used for cooling of the Rotary Screw Compressor. By doing this we are reducing the consumption of water.	Water Conservation Initiative
24	Paperless initiative	Adopting paperless processes such as online issue voucher & PR system, Work permit system, Safety Audit etc.	Waste Management initiative
25	Reuse of Construction waste	Utilization of lab tested cement cubes in making of roads and landscape structures.	Waste Management initiative
26	Environmental Heroes	Token of Appreciation is given to the workers who have done outstanding work for the conservation of environment in the plant like water/ power/ solid waste management/ maintain greenery/ cleanliness / Plantation etc.	Sensitize Employees and workers towards environment conservation
27	Installation of LP compressor in place of HP compressor	Installation of LP compressor in Cement Mill section for fly ash unloading, resulting in power savings.	Step towards sustainability
28	SNCR Installed to control the NOx emission from Kiln	Ammonia based SNCR system has been installed at integrated units to control the Nox emission from kiln.	After Installation of SNCR the Nox emission is in under the prescribed standard
29	Road Sweeping machine	Mechanically Road sweeping machines are under operation to control the fugitive dust emission from plant premises.	Fugitive Dust Emission is in under limit
30	Solar power installed at plant premises.	It is a pollution free and causes no greenhouse gases to be emitted after installation	We are conserving Natural Resources through installation of Solar plant
31	Optimization of waste heat recovery system	Optimization of waste heat recovery system by installation of hot air recirculation to reduce heat consumption and CO2 emission and increase in power generation for Kiln	Reduction in heat consumption, Reduction in CO2 emission and increase in power generation
32	Increased utilization of Alternative Fuel	Increased utilization of Alternative Fuel in Kilns viz. TDI Tar, Paint Sludge, CETP Sludge, Plastic Waste, Biomass, RDF fluff, De-Oiled cake, etc. in integrated plants.	Reduced consumption of Coal, Reduction in CO2 emission

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
33	Installation of PTFE Bags	Installed the most efficient pollution control devices i.e. PTFE glass fiber filter bags	Reduction in Particulate Matter emission
34	Natural resource conservation	Burning agricultural waste (biomass) into kilns for natural resource conservation (such as fossil fuel) and minimizing greenhouse gas emission during clinkerization in integrated units.	Reduction in Green House Gas Emission
35	Installation of CEMS	Installation of Online Continuous Emission Monitoring system.	Continuous monitoring of source Emission
36	Installation of CAAQMS Stations	Installed Continuous Ambient Air quality monitoring station for monitoring of ambient air quality data are being communicated to PCB.	Continuous monitoring of Ambient Air Quality
37	Installation of Waste Heat Recovery Power Plant	Installation of Waste Heat Recovery Power Plants. It saves natural resources and reduces Carbon dioxide emission.	Reduction in CO2 emission. Conserve natural resources.
38	Installation of FGD Plant in Captive Power Plant.	Flue Gas Desulphurization (FGD) plant is installed for removal of Sulphur dioxide from flue gases.	Reduction SO2 emission

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ weblink.

Yes, we do have emergency prevention and preparedness plan in line with the State Factories Rules, and we conduct mock drill at regular interval. The Emergency plan contains information about preliminary hazard analysis, details of site, Emergency sites identified, Central Control Center (CCC), Incident control center (ICC), Handling of an emergency / disaster, List of certified trained first aider, location wise summary of fire fighting equipment, specifications of fire fighting equipment, location wise summary of fire detection and alarm system, Firefighting instructions, Building emergency evacuation plan, first aid measure for electrical shock / cardiac arrest, wound, fracture, burn, chemical burn, snake bite, dog bite, honey bee bite, choking, details of OHC paramedical staff and facilities and mutual aid agreement etc.

8. 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.

- There is no significant adverse impact to the environment, arising from the value chain of the entity because JK Lakshmi Cement Ltd. prefers to procure from suppliers who are proactive in reducing their environmental impacts and expects its suppliers to comply with relevant laws and regulations.
- We are niche sustainable developer & has adopted sustainable purchase policy encompassing:
 - Our products are Greenpro certified, and our first preference is to buy Greenpro Certified Products.
 - Emission reduction - Buy local materials, try to minimize distance between source & project site.
 - Forest/Environmental protection: Buy Refrigerant free from CFC/HCFC/Halons and asbestos free products.
 - Health & safety - Buy low VOC paints, sealants and adhesives.
 - Conserve resources - Buy materials having more recycled content.
 - Avoid products having hazardous materials & encourage companies meeting safety standards & reliability.
 - Maximize purchase of nationally or internationally or IGBC certified sustainable products.

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

Not Applicable

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

Essential Indicators

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Cement Manufacturers Association	National
2	PHD Chamber of Commerce & Industry	National
3	Rajasthan Chamber of Commerce	State
4	Udaipur Chamber of Commerce	State
5	Federation of Indian Mineral	National
6	Coal Consumer's Association of India	National
7	Indian Chamber of Commerce	National
8	National Safety Council	National
9	Ready Mixed Concrete Manufacturers	National
10	GCCA India (P) Ltd.	National

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

Name of authority	Brief of the case	Corrective action taken
Competition Commission of India	Competition Commission of India (CCI) vide its order dated 19th January 2017 had imposed a penalty on certain cement companies including a penalty of ₹ 6.55 Crores on the Company pursuant to a reference filed by the Government of Haryana. The Company has filed an appeal with Competition Appellate Tribunal (COMPAT) against the said order. COMPAT has granted a stay on CCI's order. After the merger of COMPAT with National Company Law Appellate Tribunal (NCLAT), the Company's case also stands transferred to NCLAT. Based on the legal opinion, the Company believes that it has a good case in the matter.	All the seven companies filed appeal before Competition Appellate Tribunal (now transferred to National Company Law Appellate Tribunal). JK Lakshmi cement was first to file the appeal bearing no.- Transfer Appeal (Appellate Tribunal) (Competition) No 39 of 2017 (earlier appeal no 2 of 2017 before COMPAT). The appeal is yet to be heard and finally disposed. We are ethically, and socially responsible Company and we very strongly reiterate that we have never been a part of bid rigging or any other wrongdoing in our business practices and would like to reassure to all our stakeholders that the Company has never indulged or was part of any bid rigging or has undertaken any unfair practices.

Leadership Indicators

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

S. No.	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.	Renewable energy/ AFR	Industry associations & bodies	-	Opportunity based/ Need based	-
2.	Alternative building materials	Seminars	-	Need / opportunity based	-
3.	Carbon emission reduction in cement industry	Seminars	-	Need based	-
4.	Water conservation	Industry associations & bodies	-	Opportunity based	-

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
			Not Applicable		

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

S. No	Name of project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R & R	Amount paid to PAFs in the FY (In INR)
				Not Applicable		

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

The CSR team visits communities on day-to-day basis and meet various stakeholders including beneficiaries, panchayat representatives and others. The process of continuous engagement with the community is an ongoing process. The frequency of the engagement and interaction depends on nature of the stakeholder like project beneficiaries in local communities do happen on daily and weekly basis whereas that of panchayats and government line departments do happen on fortnightly and monthly basis. These day-to-day interactions help the CSR team to gather feedbacks and complaints if any. The feedback is used to improve and modify CSR projects. This system is an informal one and has helped to resolve issues and response to the demands of stakeholders to their satisfaction. The Company also undertakes materiality analysis on time-to-time basis as a part of its sustainability reporting initiatives. Based on this respective departments undertake engagement and activities to address materiality issues. Plants have a system of monthly review of all departments who have external stakeholders' interface.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:** The Company ensures to source all raw materials locally whichever feasible.

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs / small producers	PP Bags 71%	PP Bags 75%
Sourced directly from within the district and neighbouring districts	AFR 18%	AFR 24%

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question1 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 under taken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount spent (In INR)
1.	Rajasthan	Sirohi	2,37,57,000



3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes/No)
No preferential policy.
- (b) From which marginalized / vulnerable groups do you procure? Not applicable
- (c) What percentage of total procurement (by value) does it constitute? Not Applicable
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.

S. No.	Intellectual Property based on	Owned/ traditional knowledge shared (Yes/No)	Benefit of calculating (Yes /No)	Basis Acquired benefit share
		Not Applicable		

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes where in 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

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	JK Lakshmi Aarogya Project	59732	67%
2	JK Lakshmi Vidya Project	10366	66%
3	JK Lakshmi Aajivika Project	11939	85%
4	JK Lakshmi Swajal&Swachhta Project	48335	54%
5	JK Lakshmi Gramin Vikas Project	53909	39%

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.

Company has provided various platforms, involving a pre-defined escalation matrix, where Customer can share his grievances in following ways as find appropriate by him-

- Contacting through authorised dealer
- Customer care helpline
- Web site
- E-mail

Company is having its technical service unit comprising qualified civil engineers. Product related complaints are directly sent to Company's technical services unit. On receipt, Company officials visit the customer within 24 to 36 hours. They interact with Customer and understand the nature of complaint. They collect all needful information including Customer details , Complaint nature, Purchase date, application period, Construction methodology as adopted etc. to diagnose the causes. The demonstration of the quality check, where required, is also done. Customer is explained and assisted by way of explaining good construction practices including tips to make structure durable. The details of examination and demonstration is shared with the Customer. If needed, Cement testing is done either at own plant or NABL accredited third party lab. Test results of samples are communicated and shared with customer. All the complaints are compiled in Feedback register & shared with Plant head & Quality Control head for doing the needful at their end on monthly basis.

Further, Company also organises programs, face to face interaction and circulates literatures to inform and educate the Consumers about safe and responsible usage /safe handling of the products to create awareness about different ways to adopt safe construction practices and correct application procedure & precautionary measures while handling / application of cement related items.

2. Turnover of products and/or 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	All necessary information as per regulatory requirements are disclosed on all our products. Information on cement bags are governed by BIS guidelines.
Safe and responsible usage	
Recycling and /or safe disposal	

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

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	No complaint received from the customers on data cyber security	0	0	No complain received from the customers on data cyber security
Advertising	0	0	No complaint received	0	0	No complain received
Cyber-security	0	0	No complaint received	0	0	No complain received
Delivery of essential Services	NA	NA	NA	NA	NA	NA
Restrictive Trade Practices	0	0	No complaint received	0	0	No complain received
Unfair Trade Practices	0	0	No complaint received	0	0	No complain received
Other (Related to Quality)	178	0	Resolved	173	0	Resolved

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

	Number	Reasons for recall
Voluntary recalls	0	NA
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 a policy on cyber security and data privacy. Weblink is: <https://www.jklakshmicement.com/wp-content/uploads/2023/05/cyber-security-policy.pdf>

6. Provide details of any corrective actions taken or under way 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.

One incident for an attempt to breach IT system was recorded in the year 2022-23. However, the attempt was neutralized before any damage. No data breach for personally identifiable information or any other types of information had happened during year 2022-23.

We have not received any complaint relating to advertising, product recalls or safety of products. Since there were no complaints there was no need of any corrective action. However, we always strive to ensure that best quality products are delivered to our customers and we ensure all feedback from our stakeholders is considered in our business processes.



Leadership Indicators

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

<https://www.jklakshmicement.com/types-of-cement-products/>

<https://www.jklakshmicement.com/value-added-solutions/>

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

- On-site services for raw material testing and product application, through Technical Mobile Van.
- Site supervision services to educate customers on right construction methodologies and practices.
- Advise on good construction practices through meets, leaflets, brochures etc.
- Training to mason and contractors on good construction practices.
- Product usage tips released through social media.
- Trainings by technical service department.

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

We don't fall under Essential Service Maintenance.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/NotApplicable) 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)**

We follow BIS Regulations for the product packaging and information to be contained in the product packaging. However, in few cases product benefits are also displayed on the cement bag. The Company has various channels to gather information from the customers on its products. Additionally the cross-functional team visits the markets and take feedback from various customers and stakeholders on regular intervals.

5. **Provide the following information relating to data breaches.**

- a. Number of instances of data breaches along - with Impact

One incident for an attempt to breach IT system was recorded in the year 2022-23. However, the attempt was neutralized before any damage.

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

No data breach for personally identifiable information or any other types of information had happened during year 2022-23.