

JKLC:SECTL:SE:25
3rd September 2025

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| <p>1 BSE Ltd.
Department of Corporate Services
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai – 400 001
Security Code No. 500380
Through: BSE Listing Centre</p> | <p>2 National Stock Exchange of India Ltd.
“Exchange Plaza”
Bandra-Kurla Complex
Bandra (East)
Mumbai – 400 051
Symbol: JKLAKSHMI, Series : EQ
Through: NEAPS</p> |
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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 2024-25, which also forms part of the Integrated Annual Report 2024-25 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 2024 - 31 st March 2025
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. No.: +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)	:	<p>The disclosures under this Report are made on a standalone basis for all cement integrated units and grinding units of JK Lakshmi Cement Ltd. Details of subsidiaries and joint ventures are not included here.</p> <p>Udaipur Cement Works Limited (UCWL) was merged with JK Lakshmi Cement Ltd.(JKLC) w.e.f. 31st July, 2025 (Appointed Date: 1st April, 2024) thus, the non-financial information of the Company for the year ended March 31, 2025 includes information from the operation of UCWL also for the period from April 2024 to March 2025.</p> <p>As a result of the merger and changes as mentioned above, the non-financial information of the Company for the year ended March 31, 2025 is not comparable with that of the previous FY 2023-24.</p> <p>Further, in order to ensure consistency and completeness of the non- financial information, JKLC has adopted certain methodologies / assumptions which are different than those adopted in the previous financial year i.e. FY 2023-24. Specific notes have been given under various sections of the BRSR to explain the same. Specific notes have also been provided under BRSR Principle 6.</p>
14.	Name of assurance provider	:	Bureau Veritas India Private Limited
15.	Type of assurance obtained	:	Limited Assurance

II. Products / Services

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Cement Manufacturing	Cement Manufacturing & Selling	91%

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

S.No.	Product / Service	NIC Code	% of total Turnover contributed
1.	Cement & Clinker	2394	91%

III Operations

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

Location	Number of plants	Number of offices	Total
National	3 Integrated Cement Plants & 4 Grinding Units	28	35
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	19 States & UTs
International (No. of Countries)	None

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

Our customers includes its channel partners (dealers & retailers), individual home builders, contractors, infrastructure companies and government departments & other institutional customers (non-trade who buy cement from the Company for various housing and commercial / government projects).

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S.No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
EMPLOYEES						
1.	Permanent (D)	1710	1673	98%	37	2%
2.	Other than Permanent (E)	67	66	99%	1	1%
3.	Total employees (D+E)	1777	1739	98%	38	2%
WORKERS						
4.	Permanent (F)	235	235	100%	0	0%
5.	Other than Permanent (G)	2851	2735	96%	116	4%
6.	Total employees (F+G)	3086	2970	96%	116	4%

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 employees (D+E)	0	0	0%	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent(F)	1	1	100%	0	100%
5.	Other than Permanent (G)	1	1	100%	0	100%
6.	Total workers (F+G)	2	2	100%	0	100%

21. Participation / Inclusion / Representation of women

	Total (A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of Directors*	6	3	50%
Key Management Personnel [§]	4	1	25%

* Shri Nand Gopal Khaitan and Shri Ravi Jhunjhunwala, ceased to be Directors of the Company w.e.f. 31st August 2024, on completion of their second term as Independent Directors on 30th August 2024.

[§]Including two Executive Directors.

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in current FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.8%	14.3%	15.8%	14.18%	0	14.18%	9.70%	0.30%	10.00%
Permanent Workers	0%	0%	0%	0.44%	0	0.44%	1.28%	0%	1.28%

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

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

S. No.	Name of the Holding* / Subsidiary / Associate companies / Joint Ventures (A)	Indicate whether Holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Hansdeep Industries & Trading Company Ltd. [§]	Subsidiary	100	No
2.	Udaipur Cement Works Ltd. [§]	Subsidiary	Equity - 71.12	No
3.	Ram Kanta Properties Pvt. Ltd.	Subsidiary	100 [^]	No
4.	Hidrive Developers and Industries Ltd. [§]	Subsidiary	100	No
5.	Agrani Cement Pvt. Ltd.	Subsidiary	Equity - 85	No
6.	Avichal Cement Pvt. Ltd.	Subsidiary	Equity - 85 [§]	No
7.	Mahabal Cement Pvt. Ltd.	Subsidiary	Equity - 85 [§]	No
8.	Trivikram Cement Pvt. Ltd.	Subsidiary	Equity - 85 [§]	No
9.	Dwarkesh Energy Ltd.	Associate	Equity - 33.38	No
10.	Amplus Helios Pvt. Ltd.	Associate	Equity - 20.80	No
11.	STLC RE Ltd.	Associate	Equity - 26 [#]	No

* The Company does not have any holding Company

[§] The Hon'ble National Company Law Tribunal, Jaipur Bench ("Tribunal") vide order pronounced on 12th June 2025 sanctioned the Composite Scheme of Amalgamation and Arrangement between Udaipur Cement Works Ltd. (UCWL), Hansdeep Industries & Trading Company Ltd. (HITCL) and Hidrive Developers and Industries Limited (HDIL), with JK Lakshmi Cement Ltd. ("Transferee Company" / "Company"). Consequent to the above Scheme becoming effective w.e.f. 31st July, 2025, UCWL, HITCL and HDIL shall stand dissolved and ceased to be the Subsidiaries of the Company.

[^] Wholly Owned Subsidiary of Hansdeep Industries & Trading Company Ltd.

[§] Wholly Owned Subsidiary of Agrani Cement Pvt. Ltd.

[#] During the Financial year ended 31st March 2025, STLC RE Ltd. became Associate of the Company.

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): YES
 (ii) Turnover (in Rupees): ₹ 6245.70 Crores
 (iii) Net worth (in Rupees): ₹ 3579.46 Crores

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes or No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes (through CSR team)	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes** www.jklakshmicement.com	25	0	**	11	0	**
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	124	0	-	194	0	-
Value Chain Partners	Yes https://www.jklakshmicement.com/esg-policies/	0	0	-	0	0	-
Influencers	Yes	1111	0	-	1522	0	-
Other (Please specify)	-	-	-	-	-	-	-

** 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.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Energy Consumption	R	A poor track record in energy consumption is likely to experience reduced trust from investors and stakeholders. The regulatory authorities may impose penalties on the Company due to poor energy performance.	Increased usage of solar and other renewable source of energy. Also mapping our energy use and various sources & continuously working towards reducing our energy footprint	Negative
2.	Climate Change & GHG Emissions	R	Failure to reduce GHG emissions and adaption to climate change impacts poses severe risk for the organization. Climate change is material to the continuity of our business & improving productivity in the new global environment.	Company is undertaking various initiatives towards climate change & GHG Emission reduction. Shifting to renewable energy. Enhanced use of Alternative Fuel and Raw Material (AFR) and pro-active resource conservation initiatives and low carbon blended products.	Negative
3.	Waste Management	R	Poor waste management will have multiple negative impact on various stakeholders	We manage our waste with focus on 4R principle (Reduce, Recycle, Reuse & Repair)	Negative
4.	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
5.	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
6.	Employee diversity	O	Having a diversified workforce has many positives including financials, innovations & value of respecting others. We have embraced diversity in our organization with a focus on building inclusive workforce.	Gender diversity policy in place	Positive

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)
7.	Human Rights Practices	R	Poor human rights practices has repetitional & regulatory risks and may impact stakeholders like customers, investors, media among others. We respect fundamental human rights in all our operations, value chain and in the communities where we operate.	Human rights policy in place.	Negative
8.	Employee Trainings & 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.	Invest in our employees, implement systems and practices for their continuous skill & career development.	Negative
9.	Regulatory Compliance & Transparency / Disclosures	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
10.	Product Safety & Quality	R	Poor product in terms of quality and safety will result into loss of customers & market.	Highest standards of quality control, market feedbacks on product & remedial actions if needed.	Negative
11.	Risk Management	R	This refers to the identification and management of risks including operational risks, legal risks, compliance risks, reputational risks, strategic risks, etc., and getting all the necessary NOC & approvals from government authorities.	Company has a strong Risk Management Process in place, oversight of Risk Management Committee	Negative

Please refer Materiality Assessment & Risk Assessment chapter of the integrated Annual Report (IAR) for more information.

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	P	P	P	P	P	P	P	P	P
Questions	1	2	3	4	5	6	7	8	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)	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, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, 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 UNGC Guidelines; GRI Standards; WBCSD; GCCA; BIS Standards; National Guidelines on Responsible Business Conduct and others wherever applicable. Our Policies are aligned with international standards such as 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.								
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. For more information please refer strategic objective chapter of Integrated Annual Report.								
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. Please refer to relevant chapters on various capitals / natural capital, human capital, manufacturing capital, intellectual capital, social & relationship capital and strategic objective chapter of Integrated Annual Report.								

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 socially & environmentally responsible cement manufacturing company, we at JK Lakshmi Cement Ltd. are committed for responsible & ethical business conduct, inclusive growth and sustainable development. We are committed for achieving net zero emissions, replace fossil fuel with renewable energy sources, water stewardship and circular economy & decarbonization of our supply chain. Beyond our core business we have made significant impact through multiple community development initiatives in healthcare, livelihoods, skilling, education, rural development and environmental conservation. We will continue to strive for improving our ESG performance by not only avoiding & mitigating social and environmental negative impacts but by creating positive externalities through our business operations. Please refer Leadership message in Integrated Annual Report.									
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.	Yes, CSR & Sustainability Committee overseas, inter alia, the Environment, Social, Governance and Sustainability initiatives of the Company. For further details please refer to Integrated Annual Report.								

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	CSR and Sustainability Committee and additionally, by President & Director of the Company.									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	CSR and Sustainability Committee and additionally, by President & Director of the Company.									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
										Yes, the ESG policies were assessed by an external agency CARE Analytics and Advisory Private Limited								

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, since the policies of the Company cover all Principles on NGRBC.

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

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	2	(i) Updates on sustainability 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 have been updated with the above and the underlying principles thereby adding values.	100
Employees other than BOD and KMPs	444	Training program on BRSR principles, ESG, Sustainable Value Chain and CSR. Training Program - Margdarshan, Training Session on Human Rights, Vision & Mission, PSHAW and Health Awareness Training Program	100
Workers	451	Safety training, Human Rights, Behavioural Sessions	100

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

Monetary

	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (In ₹)	Brief of the Case	Has an Appeal been preferred? (Yes/No)
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 agencies / judicial institutions	Brief of the Case	Has an Appeal been preferred? (Yes/No)
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 19-01-2017 held seven cement companies guilty of bid rigging and imposed fine of ₹ 205.73 Crores in aggregate on them out of which JKLC 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 Ltd. was first to file the appeal being 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.

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

Yes, the Company has an Anti Bribery policy which has been duly approved by the Board. In addition, the required steps to ensure proper reporting of such incidents have been given in Vigil Mechanism/ Whistle Blower Policy.

Link of Anti bribery policy: <https://www.jklakshmicement.com/wp-content/themes/jk-laxmi/pdf/Anti-Bribery-Policy.pdf>

Link of Vigil Mechanism/ Whistle Blower Policy: <https://www.jklakshmicement.com/wp-content/uploads/2024/03/Vigil-Mechanism.pdf>

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2024-25 (Current Financial Year)		FY2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	N.A.	0	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	N.A.	0	N.A.

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

Not Applicable

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

	FY 2024-25 (Current Financial Year)	FY2023-24 (Previous Financial Year)
Number of days of accounts payable	40	34

9. Open-ness of business

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

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a) Purchases from trading houses as % of total purchases	-	-
	b) Number of trading houses where purchases are made from	-	-
	c) Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a) Sales to dealers / distributors as % of total sales	56%	58%
	b) Number of dealers / distributors to whom sales are made	5308	5055
	c) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	8%	8%
Share of RPTs in	a) Purchases (Purchases with related parties / Total Purchases)	0	6.84%
	b) Sales (Sales to related parties / Total Sales)	0	2.84%
	c) Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d) Investments (Investments in related parties / Total Investments made)	0	97%

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
1	BRSR Principles, ESG, Sustainable value chain, green logistics, climate change & human rights.	80% by value of business done

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.

	Current Financial Year (FY 2024-25)	Previous Financial Year (FY 2023-24)	Details of improvements in environmental and social impacts
R&D	1%	3%	Company's R&D is engaged in developing the innovative green products, process improvement in cement manufacturing, reduction in carbon emission and developing alternative building materials.
Capex	99%	97%	

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

Yes. Sustainable sourcing is part of JKLC Sourcing & Suppliers Business Partner Management practices. It has developed and implemented sustainable sourcing for its all kinds of input materials. The Company also has Supplier's Code of Conduct which articulates specific sustainability parameters which the suppliers need to uphold as a part of business with JKLC. The Code encompasses environmental stewardship, ethical labour practices, respect for human rights and responsible business conduct.

The company has developed green procurement criteria for vendor assessment. It prefers those vendors which are ISO certified and have robust policies for environment and sustainable development. It has integrated clauses related to Health, Safety & Environmental (HSE) practices, human rights, prohibition of child & forced labour and other standards. It also has digital vendor registration process in place with which vendors are assessed on factors including Environment, Social & Governance. Company is committed to conducting business only with those suppliers who are able to align with criterions laid down during the on-boarding process.

As a part of sustainable sourcing, the company prefers local and indigenous material as per the availability. In FY 2024-25, 22.20% of input raw material (AFR - Recycled) used for production of cement is recycled in nature from industrial waste.

- b. If yes, what percentage of inputs were sourced sustainably? Yes, 100%
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 and manufacturing process, we adopt the "Reduce -Reuse - Recycle (3Rs) " principle. JKLC is utilizing recycled material from other industrial waste. The company follows circularity principles in its all stages of manufacturing.

- a) Plastic (Including packaging) "- JKLC is registered as a Brand Owner and as an Importer for the Extended Producer Responsibility (EPR) under PWM Rules 2016 & as amended. As per the EPR guidelines, we have completed 100% target (70% End of Life + 30 % Recycling) for FY 2024-25. The major product of the company is Cement, which is packed in HDPE bags.
 - b) E-waste: There is no E-waste generated from the manufacturing process. However, the only E-waste generated is from the office operations and E-Waste generated is stored at designated places & sold to the CPCB registered recyclers.
 - c) Hazardous waste: During cement manufacturing, only used oil (Hazardous Waste) generated from operational machinery from our plant. Used oil is stored at identified and isolated locations with all safety measures. Used Oil sold to SPCB/CPCB authorized recyclers. Moreover, we are utilizing used / spent oil as an alternative fuel for co-processing into our kiln.
 - d) Other waste: In this category, we have considered the details of Bio-medical waste and Battery waste. Bio-medical waste is being collected in separate colour coded bins and collected waste is being lift out by authorized agency for disposal and disposed it in environmentally sound manner as described under Bio-medical waste management Rules, 2016 and as amended. Waste batteries are being sold to SPCB/CPCB authorized recyclers.
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 for JKLC. We have submitted the EPR action plan during registration as a Brand Owner and an Importer, which is in line with the EPR Guideline. As per the guidelines, we have completed 100% EPR target (70 % End of Life + 30 % recycling) for FY 2024-2025.

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.
2394	OPC43, OPC53, PPC, PSC, Composite Cement	90%	Cradle-to-Gate	Yes	No

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

The Company has pro-actively taken multiple initiatives, inter alia, reduce carbon footprint, improve energy efficiencies, increase renewable energy, use of alternative raw materials & fuels, improve water intensity and create a workplace of highest standards of health & safety.

Name of Product / Service	Description of the risk / Concern	Action Taken
Cement - OPC43, OPC53, PPC, PSC, Composite Cement	Raw Material Extraction, GHG Emission; Occupational Health Safety; Natural Resource Conservation; Reduce Environmental Footprint; Improve Energy Efficiency	Company is committed to reducing carbon emissions and promoting resource efficiency throughout its operations. We're continuously improving our environmental performance and adhering to the highest environmental standards. Our focus is on adoption of energy-efficient technologies, utilizing alternative fuels and raw materials and actively conserving natural resources like limestone, gypsum, water, and energy. We're also significantly increasing the use of renewable energy sources like solar power and waste heat recovery (WHR) in our cement production processes. We're also focusing on blended cement to further reduce greenhouse gas (GHG) emissions as this is environment friendly & durable. Promoting circular economy through recycling, waste minimization and enhancing transparency & accountability within the industry.

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

Indicate input material	Recycled or Reused input material to total material	
	FY 2024-25* (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Recycled and Reused Material from Industrial Waste	22.20*	24.91

* FY 2024-25 - Values in % ratio for Total Input AFR (Recycled) and on Total Input Raw Material.

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:

Not applicable

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely Disposed
Plastics (Including packaging)						
E-waste						
Hazardous waste						
Other waste (Battery)						

Not applicable because the Company manufactures cement which is used as an intermediary product (concrete) and cannot be reclaimed at the end of life. JKLC as a Brand Owner manufacture Cement and Clinker where only HDPE bags are being used to pack cement products only. We do not reclaim the same material used in our product packaging material but through CPCB authorized recyclers, we reclaim the HDPE materials as per the guidelines of Extended Producer Responsibility (EPR).

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

Indicate Product Category	Reclaimed products and their packaging materials as % of total products sold in respective category
Cement Product - Plastic Packaging Material	Not applicable, as the product is cement and the packaging is not reclaimed and cement bags are reused by the end users. However, plastic packaging material which were used for Cement packaging was recycled. Total quantity of 10 MT for Category I and 14148 MT (9883 EOL & 4265 Recycling) for Category II Plastic (Pre consumer + Post consumer) in market for FY: 2022-23 & 2023-24). Total recycling is 30%.

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number(B)	%(B/A)	Number(C)	%(C/A)	Number(D)	%(D/A)	Number(E)	%(E/A)	Number(F)	%(F/A)
Permanent employees											
Male	1673	1673	100.00%	1673	100%	NA	NA	NA	NA	NA	NA
Female	37	37	100.00%	37	100%	37	100%	NA	NA	37	100%
Total	1710	1710	100.00%	1710	100%	37	2%	NA	NA	37	2%
Other than Permanent employees											
Male	66	66	100.00%	66	100%	0	0%	0	0	0	0%
Female	1	1	100.00%	1	100%	1	100%	0	0	1	100%
Total	67	67	100.00%	67	100%	1	1%	0	0	1	1%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number(B)	%(B/A)	Number(C)	%(C/A)	Number(D)	%(D/A)	Number(E)	%(E/A)	Number(F)	%(F/A)
Permanent workers											
Male	235	235	100%	235	100%	0	NA	NA	NA	NA	NA
Female	0	0	0%	0	0%	0	NA	NA	NA	NA	NA
Total	235	235	100%	235	100%	0	NA	NA	NA	NA	NA
Other than Permanent workers											
Male	2735	2735	100%	2735	100%	0	0%	0	0%	0	0%
Female	116	116	100%	116	100%	116	100%	0	0%	116	100%
Total	2851	2851	100%	2851	100%	116	4%	0	0%	116	4%

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.17%	0.14%

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

Benefits	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N / N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N / N.A.)
PF	100%	100%	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	NA	NA	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who 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	526	0	0	231	0	0
- Male	509	0	0	227	0	0
- Female	17	0	0	4	0	0
Total Permanent Workers	235	235	100%	233	233	100%
- Male	235	235	100%	233	233	100%
- Female	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	On Health Safety Measures		On Skill Upgradation		Total (A)	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	1673	1673	100%	1405	84%	1373	1373	100%	1105	80%
Female	37	37	100%	24	65%	15	15	100%	11	73%
Total	1710	1710	100%	1429	84%	1388	1388	100%	1116	80%
Workers										
Male	235	235	100%	182	77%	233	233	100%	103	44%
Female	0	0	0%	0	0%	0	0	0	0	0
Total	235	235	100%	182	77%	233	233	100%	103	44%

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1673	1673	100%	1373	1373	100%
Female	37	37	100%	15	15	100%
Total	1710	1710	100%	1388	1388	100%
Workers						
Male	235	235	100%	233	233	100%
Female	0	0	0%	0	0	0
Total	235	235	100%	233	233	100%

10. Health and safety management system:

a. Implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes. The organization has implemented the Occupational Health and Safety Management System (ISO 45001:2018) across all its operations. All integrated and grinding unit is certified under ISO 45001:2018, affirming the organization's unwavering commitment to health and safety. This system is seamlessly aligned with the Occupational Health and Safety (OH&S) Policy, the organization's Vision and Mission, and the Golden Safety Rules that apply to all employees, visitors, and business partners.

OHS risk assessment is carried out for all routine and non-routine activities.

All new employees, workers, and contractor personnel undergo comprehensive safety induction training. This essential training empowers them with a clear understanding of potential workplace hazards and risks. It equips them to proactively identify and mitigate dangers, playing a vital role in accident prevention, strengthening the safety culture, and ensuring readiness to respond swiftly and effectively in emergencies-ultimately safeguarding lives and minimizing harm.

Visitors and value chain partners entering manufacturing sites are thoroughly informed about the OH&S Policy, Golden Rules, site-specific hazards, safety protocols, and emergency procedures through an engaging and informative animated video. This ensures every individual is fully aware of the safety expectations and potential risks they may encounter during their visit.

A digital, intuitive, and robust OH&S Management System has been successfully developed and rolled out across all units. Tailored to meet organizational needs, this system reinforces a proactive approach to risk prevention and supports the overarching goal of achieving and maintaining "Zero Harm."

Every month begins with a Safety Mass Communication Meeting-widely known as the Safety Gate Meeting. These sessions feature a safety oath, a worker-led safety skit, safety talks by employees, and a safety address by the Unit Head, reinforcing a shared commitment to safety at every level.

Daily operations commence with a pre-job safety briefing-Tool Box Talk-followed by Permit to Work, LOTOTO procedures, on-the-job safety observations, and near-miss reporting. These are embedded as daily practices, reflecting a deeply ingrained safety culture.

To ensure continual improvement, the organization conducts regular workplace safety inspections, inter-unit safety audits, third-party audits, workplace hygiene assessments, and pre- and post-occupational health check-ups. These ongoing efforts underscore the organization's dedication to maintaining a safe, healthy, and high-performing work environment.

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

Hazard Identification and Risk Management

The organization follows a highly structured and proactive approach to Hazard Identification and Risk Assessment (HIRA). Hazards-whether physical, chemical, ergonomic, or otherwise-are systematically identified, and risks are

evaluated using a standardized matrix based on likelihood and severity. Effective control measures, including engineering solutions, administrative controls, and PPE, are implemented without delay.

HIRA exercises are led by section heads in close coordination with cross-functional teams (CFTs) and with active involvement of frontline workers, ensuring a comprehensive and ground-level evaluation of risks.

Job Safety Analysis (JSA) / Job Hazard Analysis (JHA)

Job Safety Analysis (JSA) is routinely conducted to identify task-specific hazards and establish control measures to prevent workplace injuries and incidents. This methodical approach ensures that every job is assessed with safety as the top priority.

Permit to Work (PTW) System

The Permit to Work (PTW) system is firmly embedded in our safety framework. It serves as a formal authorization tool for executing non-routine or high-risk activities such as hot work, confined space entry, and electrical isolation. The PTW outlines the necessary precautions and ensures that tasks are carried out safely, with full awareness of associated risks.

Incident Reporting and Root Cause Analysis

Employees are encouraged and empowered to report near misses and incidents. All reported events are thoroughly investigated using root cause analysis, and the findings are integrated into the risk assessment process to prevent recurrence and enhance learning.

Management of Change (MOC)

For non-routine situations such as the introduction of new equipment, material changes, or process modifications, the Management of Change (MOC) process is rigorously followed. This includes evaluating potential risks and implementing appropriate controls before any change is executed, ensuring continued operational safety.

Safety Audits

Both internal and third-party safety audits are conducted regularly to facilitate systematic hazard identification, verify the effectiveness of existing controls, and ensure compliance with ISO 45001:2018 standards and statutory requirements.

Behavior-Based Safety and Pre-Job Risk Assessment

HIRA principles are applied during pre-job safety briefings, while Behavior-Based Safety (BBS) observations are carried out by shift engineers and supervisors during actual job execution. In addition, Critical Error Reduction Techniques (CERT) are employed to proactively manage human error and reinforce safe behaviors at every level of operation.

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

Yes, we have strong mechanism of reporting work related hazards for workers, as following:

Reporting and Participation in Safety Initiatives

- (1) Verbal Reporting

Employees are encouraged to immediately report any safety-related concerns, near misses, or incidents to their supervisor, manager, or safety officer. Prompt communication ensures timely action and reinforces a strong safety culture.

- (2) Written Reporting and Engagement

- Actively engage in the Hazard Identification and Risk Assessment (HIRA) process.
- Submit Near Miss reports to support proactive risk management and prevent potential incidents.
- Share safety suggestions to help enhance existing workplace safety practices.
- Participate in Safety Committee Meetings by contributing ideas, observations, and solutions.

(3) Emergency Preparedness and Response

Support the development and periodic review of the Emergency Evacuation Plan to ensure it remains effective and relevant.

- Take part in scheduled emergency mock drills to build preparedness, validate response protocols, and ensure swift action during real emergencies.

Developing competence to recognize hazards and safely withdraw from risk-prone areas.

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

Yes, all our integrated plant Occupational Health Centers are well-equipped with a pathology lab, 300mA digital X-ray machine, audiometry testing, ECG facilities, oxygen concentrator, medical oxygen supply, patient beds, and are staffed by qualified doctors and paramedical personnel. These centers provide non-occupational health services to employees and workers. Additionally, regular health camps are organized to further support the well-being of the workforce.

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

Safety Incident / Number	Category	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0.10
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company gives priority to ensure safe & healthy workplace across its plants & offices.

- OH&S management in accordance with ISO 45001:2018
- Use of user-friendly digital system for OH&S management
 - Digital PTW & LOTOTO system
 - Learning kiosk for self-assisted learning
 - Digital behavior-based safety management module comprising of Hazard identification and Risk Assessment, Pre job safety briefing (TBT), On the Job behavior-based safety observation, reporting Near Miss and monitoring of Safety KRA.
 - Digital system for periodical inspection and maintenance of firefighting equipment and extinguishers.
 - Mobile apps for Vehicle inspection, Portable tools and equipment inspection, safety visit, PPE compliance monitoring, contractor safety management.
 - Digital system for plant safety inspection & emergency management.
- Safety campaign - National Safety week, Fire service week, Road Safety month, Electrical safety week.
- Workplace monitoring and Occupational health checkup
- OH&S training - Induction, need based, emergency preparedness, on-the job, toolbox talk, demonstration, self-assisted learning, safety skit.
- Display of visuals
- Safety committee meeting (Apex & Departmental)
- Safety audits and Inspection
- Emergency mock-drills

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

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	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.

Our organization achieved the distinction of recording “Zero” recordable incidents, reflecting our unwavering commitment to workplace safety. At the same time, we proactively capture and investigate near-miss events and first-aid cases, recognizing them as valuable opportunities for learning and prevention.

To address underlying causes-not just the symptoms-we consistently conduct thorough Root Cause Analysis (RCA) for all reported incidents. Based on these findings, we:

- Revise or develop Standard Operating Procedures (SOPs) wherever gaps are identified.
- Conduct refresher training for affected employees and provide task-specific, on-the-job training for new processes or equipment.
- Modify equipment or processes to eliminate or minimize hazards (e.g., through installation of guards, interlocks, or automation).
- Improve workplace design to enhance ergonomics and ensure safer workflows.
- Ensure all procedures clearly define safe work practices and expectations.
- Review and update PPE requirements based on incident analyses to ensure suitability.
- Ensures that PPE is appropriate, readily accessible, and correctly used.
- Use visual aids such as signage and posters in key areas to reinforce safe behaviors.
- Establish follow-up actions to confirm the effectiveness of corrective measures.
- Conduct periodic audits and checks to verify sustained compliance.
- Integrate lessons learned into our Hazard Identification and Risk Assessment (HIRA) process to drive continuous improvement.

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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2024-23 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes, 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	100% These considerations are standard terms of our contracts to maintain the best standards of working conditions, health & safety practices.
Working Conditions	

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

JK Lakshmi Cement is committed to promote health & safety practices throughout its value chain. The Company has deployed multi-pronged approach to address potential risk and issues related to health & safety practices and working conditions. Multiple initiatives like construction of shed for loading & unloading, platform for sample collection near bulk loading, installation of audio alarm, installation of life line structure near raw material yard, regular meeting with contractors & their supervisors, safety audits, scheduled safety inspections, use of PPE, among others, have been undertaken to ensure safe working practices & conditions for value chain partners.

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 effective stakeholder engagement is essential for the achievement of our strategic business goals. The stakeholders are identified and prioritised on the basis of their level of influence over the company and the extent to which they are affected by our actions. The process of stakeholder identification and prioritisation help us in developing effective engagement plan and resource deployment. 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 government. The relevant departments at corporate & plants are responsible for stakeholder engagement as per the need and expectations. The forms of engagement may include in-person meetings, surveys, focus group discussions, public consultations, market research, media interaction, conference, investors meet among others.

The Company also conduct materiality assessment to identify key stakeholder groups, concerns and their expectations.

For more details please refer to the stakeholder engagement section of Integrated Annual Report (IAR). FY 2024-25.

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	<ul style="list-style-type: none"> •Disseminating and sharing of information with the shareholders with a view to update and also to seek their approval etc. as may be required. •Corporate governance •Return on investment •Company's financial performance •Climate Change
Institutional investors	No	Annual general meetings, quaterly concalls, presentation on webiste	Need based	<ul style="list-style-type: none"> •ROI and ESG performance •Corporate governance •Circular Economy •Climate Change •Environmental protection & conservation
Industry associations, knowledge partners	No	Meetings, communication	Need based	<ul style="list-style-type: none"> •Policy advocacy •technology and best practice sharing •ESG •Awards and recognitions •Product innovation •Branding & reputation
Employees & Workers	No	Roadshows, email, meetings, communication from top management	Monthly, quarterly, annually, need based	<ul style="list-style-type: none"> •Employee well being, career development, grievance handling, industry scenario •Employee well being •Career development •Grievance redressal •Caring for people, environment & good culture •Training & development •Occupational health and safety •Diversity & gender equality •Employment & labor practices
Customers	No	Roadshows, feedback surveys, customer needs, social media, campaigns, customer meets	Need based periodically	<ul style="list-style-type: none"> •Complaints handling •Product communications •Customer awarness on blended cement

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
				<ul style="list-style-type: none"> • Product innovation • Branding & reputation • Pricing integrity
Value chain partners	No	Meetings, phone calls, emails	Daily, weekly, monthly, annually, need based	<ul style="list-style-type: none"> • Customer relationship • Product knowledge, quality & timely delivery • EHS & social policy deployment
Communities	Yes	Meetings, messages	Daily, weekly, monthly, need based	<ul style="list-style-type: none"> • Community development including health, water, education sanitation etc
Statutory body	No	Interactions, industry forum meets, compliance report	Need based	<ul style="list-style-type: none"> • Compliance • Industry concerns government expectations • Circular economy • Climate change • CSR initiatives
Media	No	Media meets Press conferences Management interviews Social media posts	Quarterly, Periodically, Needbased	<ul style="list-style-type: none"> • Company's performance • Corporate governance • Transparency & • Disclosure • ESG practices • CSR

Leadership Indicators

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

CSR & Sustainability Committee of the Company reviews, inter alia, the Environment, Social, Governance and Sustainability initiatives of the Company. Additionally, the Company conducts stakeholders engagement exercise periodically on ESG topics which follow a systematic approach in terms of frequency, collection of data and reporting of outcomes including feedback from stakeholders to the Board.

For more details please refer to the stakeholder engagement section of Integrated Annual Report (IAR) FY 2024-25.
- Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes, the Company undertook a comprehensive stakeholder consultations to identify & prioritize material issues based on their impact on our stakeholders and business. Based on the outcome of the materiality assessment and stakeholder engagement exercise strategies, objectives and KRAs are developed and monitored. In actual practice stakeholder consultation is an ongoing process that provides us critical insights, ensuring that our policies and activities are relevant, responsive & aligned with the expectations of key stakeholders.

Please refer to the stakeholder engagement and materiality section of integrated annual report (IAR).
- 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. In addition we also engage with our channel partners and other influencers including masons, petty contractors through various loyalty programs and rewards systems.

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. Please refer CSR Report and Social and Relationship capital section of Integrated Annual Report 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 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. employees / workers covered (B)	% (B/A)	Total (C)	No. employees / workers covered (D)	% (D/C)
Employees						
Permanent	1710	1411	83%	1388	1115	80%
Other than permanent	67	63	94%	0	0	0%
Total Employees	1777	1474	83%	1388	1115	80%
Workers						
Permanent	235	186	79%	233	140	60%
Other than permanent	2851	2331	82%	2040	1651	81%
Total Workers	3086	2517	82%	2273	1791	79%

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

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	1710	0	0%	1710	100%	1388	0	0	1388	100%
Male	1673	0	0%	1673	100%	1373	0	0	1373	100%
Female	37	0	0%	37	100%	15	0	0	15	100%
Other than Permanent	67	0	0%	67	100%	0	0	0	0	0%
Male	66	0	0%	66	100%	0	0	0	0	0%
Female	1	0	0%	1	100%	0	0	0	0	0%
Workers										
Permanent	235	0	0%	235	100%	233	0	0%	233	100%
Male	235	0	0%	235	100%	233	0	0%	233	100%
Female	0	0	0%	0	0%	0	0	0	0	0
Other than Permanent	2851	783	27%	2068	69%	2040	953	47%	1087	53%
Male	2735	705	26%	2030	74%	1927	856	44%	1071	56%
Female	116	78	67%	38	33%	113	97	86%	16	14%

3. Details of remuneration / salary / wages

a) Median remuneration / wages:

Particulars	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD) - Executive Director (ED)	1	5,39,25,502	1	24,97,01,584
BoD - Non EDs	4*	17,50,000	2	17,00,000
Key Managerial Personnel (KMP)*#	2	5,38,30,732	0	0
Employees other than BoD and KMP	1707	11,56,380	32	7,44,480
Workers	224	6,50,372	1	1,13,196

* 2 Non - EDs ceased w.e.f. 31st August 2024

The Median Remuneration of the Executive Directors (KMPs) are covered as a part of Board of Directors, therefore not included in median remuneration paid to KMPs.

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Gross wages paid to females as % of total wages	6.59%	8.09%

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 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour / Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human Rights related issues	0	0	0	0	0	0

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

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

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

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 whistleblowers.

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

Yes, Human right requirements form part of Company's business agreements and contracts.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0
Forced / involuntary labour	0
Sexual harassment	0
Discrimination at workplace	0
Wages	0
Others - please specify	-

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

No significant risks / concerns have been identified. 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.

JKLC has Zero Tolerance towards any form of discrimination or harassment. We are committed to dignity & inalienable human rights and equitable work place. So far, we have not received any complaints related to human rights violations 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.

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	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour / Involuntary Labour	100%
Wages	100%
Others - please specify	-

The Company expects its value chain partners to adhere to the same values, principles and business ethics upheld by the JKLC in all their business affairs. Our supplier code of conduct cover all these above mentioned aspects & non-violation is a part of all contract & agreements.

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

While inducting any new suppliers, they are assessed on above parameters and also the same is the part of every contract / Purchase order.

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

Essential Indicators

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)(GJ)	1472007	965077
Total fuel consumption (B)(GJ)	870383	1557564
Energy consumption through other sources (C)	NA	NA
Total energy consumed from renewable sources (A+B+C) (GJ)	2342390	2522641
From non-renewable sources		
Total electricity consumption (D)(GJ)	1166066	1572120
Total fuel consumption (E)(GJ)	26128422	21908305
Energy consumption through other sources (F)	NA	NA
Total energy consumed from non-renewable sources (D+E+F) (GJ)	27294488	23480425
Total energy consumed (A+B+C+D+E+F) (GJ)	29636878	26003067
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)(GJ/₹)	0.000474	0.000411
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (GJ/Revenue from operations adjusted for PPP)	0.0098	-
Energy intensity in terms of physical output (GJ/Mt cementitious product)	2.486	70
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

NOTES:

- For FY 2024-25 the energy data includes Udaipur Cement Integrated Unit data (post UCWL merger with JKLC) however, for FY 2023-24 the data has been presented only for JKLC (pre merger with UCWL). Therefore, data of FY 2023-24 & FY 2024-25 are not comparable.

- For FY 2024-25 total energy consumption the reporting boundary for integrated plants is cradle-to-gate and for grinding units it is gate- to -gate.
- For FY 2024-25 energy consumption data includes only cement manufacturing units – integrated as well as grinding units accordingly, FY 2023-24 data also has been modified.
- Energy intensity in terms of physical output has been calculated on the basis of cementitious material for FY 2024-25. Accordingly, FY 2023-24 data also has been modified. In earlier integrated annual reports of the Company GHG emission intensity had been disclosed on the basis of cement equivalent.
- For FY 2024-25 for the purpose of calculation of Intensity, adjusted for purchasing power parity (PPP) conversion factor @ 20.66 INR per international dollar USD available at International Monetary Fund (IMF) has been considered.

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, Bureau Veritas India Private Limited

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, our all three Integrated units are the Designated Consumers under PAT scheme and the plant wise status is as mentioned below:

Unit Name	PAT Status FY 2024-25
Sirohi	JKLC, Sirohi plant was in PAT VII cycle & we have achieved the targets set by BEE. Detail as per PAT VII cycle is as follow: Baseline year - FY 2018-19 SPEC in TOE / ton of equivalent product - 0.0912. Target year - FY 2024-25 Targeted SPEC in TOE / ton of equivalent product - 0.0881. Achieved SPEC in TOE / ton of equivalent product - 0.0865.
Durg	JKLC, Durg was registered in PAT III cycle with base line year 2015-16 under which the assessment year was 2019-20. All the targets were complied in cycle III. At present we are in PAT cycle VII-A, in which the base line year is 2019-20 and assessment year is 2024-25. Under PAT cycle-VII-A we have been given the target of 6.36 % reduction (0.0633 against 0.0676). We have completed our Monitoring & verification audit; we have achieved 13.02% reduction (.0588 achieved) against 6.36% & recommended 12476 Escerts.
Udaipur	Udaipur unit is also registered as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) scheme of the Government of India. Udaipur unit was registered in PAT V cycle with base line year 2017-18 under which the assessment year was 2021-22. All the targets were complied in cycle V. During PAT Cycle-V we were given the target to reduce SEC by 4.33% (0.0706 against 0.0738) against that we have reduced SEC by 13.44% (0.0641). We shall be awarded approx. 8215 certificates for exceeding the target. Further due to implementation of CCTC Scheme Udaipur unit was not included in coming PAT cycles and recently got included in 1 st Cycle of CCTS with baseline year 2023-24 and target years 2025-26 and 2026-27 in the draft Gazette notification.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	729539	367663
(ii) Groundwater	711931	716229
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	80969	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1522439	1083893
Total volume of water consumption (in kilolitres)	1141575	1085419
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) KL/₹	0.0000183	0.0000172
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (KL/Revenue from operations adjusted for PPP)	0.00037	-
Water intensity in terms of physical output (KL/T cementitious product)	0.096	0.1141
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 name of the external agency is mentioned below:

- National Productivity Council

4. Provide the following details related to water discharged: Not Applicable

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment - please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment - please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment - please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment - please specify level of treatment		
(v) Others		
- No treatment		
- With treatment - please specify level of treatment		
Total water discharged (in kilolitres)		

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

Not applicable

5. 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 no direct utilization of water in the process. Water is only being used for industrial cooling purpose and there is no wastewater generated from cement manufacturing process. JKLC is maintaining Zero Water Discharge Unit status. The company has placed Sewage Treatment Plants (STPs) for domestic sewage, Effluent Treatment Plants (ETPs) for wastewater generated from automobile workshops and N Pit for Waste Heat Recovery Power Plant & Power Plant. Recycled 100% treated water is reused in Machineries' cooling, Dust suppression, Greenbelt development etc. within Unit's premises.

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

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Nox	Metric Ton/Annum	5230	7005
Sox	Metric Ton/Annum	1019	6553
Persistent matter (PM)	Metric Ton/Annum	620	574
Persistent organic pollution (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others - please specify		-	-

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 stack monitoring, calibration of Stack and monitoring for emission during Co-processing of AFR. External agency is approved by MoEFCC/CPCB/SPCB.

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , Nf ₃ , if available)	Metric tonnes of Co ₂ equivalent	7007134.00	5827444.13
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	237401.50	186551.00
Total Scope 1 and Scope 2 emissions per rupee of Turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	KgCo ₂ e / ₹	0.1159	0.0940
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	KgCo ₂ e / Revenue from operations adjusted for PPP	2.396	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output	KgCo ₂ e / Tonnes (cementitious product)	607.77	584
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity			

NOTES:

- For FY 2024-25 the GHG scope 1 & scope 2 data includes Udaipur Cement Integrated Unit (post UCWL merger with JKLC) however, for FY 2023-24 the data has been presented only for JKLC (pre merger with UCWL). Therefore, data of FY 2023-24 & FY 2024-25 are not comparable.
- GHG intensity in terms of physical output has been calculated on the basis of cementitious product for FY 2024-25. In earlier integrated annual reports of the Company GHG emission intensity had been disclosed on the basis of cement equivalent.
- For FY 2024-25 for the purpose of calculation of Intensity, adjusted for purchasing power parity (PPP) conversion factor @ 20.66 INR per international dollar USD available at International Monetary Fund (IMF) has been considered.

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, Bureau Veritas Industrial Services (I) Pvt. Ltd.

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

Yes, the Company has taken multiple initiatives to reduce greenhouse gases:

- Improved technology
- Energy efficiency
- Use of renewable energy
- Use of green energy WHRS
- Use of alternate fuels
- Use of alternate raw materials
- Reduction in clinker factor and having larger share of blended products in its portfolio
- We are committed to SBTi to reduce our GHG emissions, we are also the member of RE 100 and have committed to meet our 100% electrical energy consumption through renewable energy by 2040.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	108.85	97.98
E-waste (B)	8.56	3.61
Bio-medical waste (C)	0.19	0.23
Construction and demolition waste (D)	0	0
Battery waste (E)	18.64	7
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (used Oil)(G)	26.04	23.84

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Other Non-hazardous waste generated (H). Please specify, if any. (Fly Ash & MS Scrap) (Break-up by composition i.e. by materials relevant to the sector)	23154 Fly Ash - 20233 MS Scrap - 2163.17 Other (Aluminum, Conveyer belt etc.) - 758	38041
Total (A+B + C + D + E + F + G+ H)	23316	38174
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) tonne / ₹ Cr	3.733	6.04
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Ton / Revenue from operations adjusted for PPP)	77.123	-
Waste intensity in terms of physical output (MT/Ton of Cementitious Product)	0.001956	0.004014
Waste intensity (Optional)- the relevant metric may be selected by the entity	-	-

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	0	0
(ii) Re-used	20246.77	37363.52
(iii) Other recovery operations	0	0
Total	20246.77	37363.52

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste		
(i) Incineration	1.29	0.23
(ii) Landfilling	0	0
(iii) Other disposal operations	3069.94	616.62
Total	3071.23	616.85

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

No independent assessment / evaluation / assurance has been carried out by an external agency.

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

- Hazardous waste generated like used / spent oil is managed through either sold to SPCB/CPCB authorized recyclers or co-processed into the kiln.
- E-waste and Battery waste is being sold to SPCB/CPCB authorized recyclers.
- Bio-medical waste is being lifted out by authorized agency for disposal.
- Wastewater after domestic use is being treated in STP. STP sludge is being reused as a manure. Treated water is being used in machineries cooling and plantation.
- Deployment of road vacuum sweeping machine for fugitive dust emissions control.

11 If the entity has operations / offices in / around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hot spots, 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, Unit Radheshyampur, Cuttack, Odisha	Cement Grinding Unit	Yes

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Weblink
Expansion of Integrated Cement Plant Clinker 1.98 MTPA to 5.0 MTPA, Cement 5.0 MTPA to 6.0 MTPA, CPP 20 mw to 40 MW, WHRB 10 MW to 25 MW, Limestone 4.8 MTPA to 8.0 MTPA	As per EIA Notification 2006	Wednesday, July 15, 2020	M/s Anacon Laboratoris Nagpur	EC Presentation done 23.04.2025, and ADS reply also submitted and EC awaited.	https://parivesh.nic.in/newupgrade/#/trackYourProposal/proposal-details?proposalId=IA%2FCG%2FMIN%2F475337%2F2024&proposal=70568433
For Expansion in production capacity of captive limestone mine (Mine Lease I of area 267.695) from 4.8 MTPA to 8 MTPA from Both mine lease with existing crusher and with additional crushing capacity of 1500 TPH at village - Semaria Ghikuria and Nandinin Khundini Durg District	As per EIA Notification 2006	20-Jan-21	M/s Anacon Laboratoris Nagpur	EC presentation done on 06.06.2025, ADS generated and reply to be submitted.	https://parivesh.nic.in/newupgrade/#/trackYourProposal/proposal-details?proposalId=IA%2FCG%2FMIN%2F518557%2F2025&proposal=117551932
For expansion of production capacity of lime stone mine (Mining Lease II area of 252.105 ha.) production capacity from 0.3 MTPA to 1.35 MTPA at village Semaria, Ghikuria and Nandini Khundini, Durg District)	As per EIA Notification 2006	20-Jan-21	M/s Anacon Laboratoris Nagpur	EC presentation done on 06.06.2025, ADS generated and reply to be submitted.	https://parivesh.nic.in/newupgrade/#/trackYourProposal/proposal-details?proposalId=IA%2FCG%2FIN%2F524725%2F2025&proposal=120427808
Hariyav-Jaspura Limestone Block Udupur unit	14 th Sep 2006	ToR Granted on 29.08.2024 & Public hearing conducted on 05.03.2025	Yes	Yes	1. The Hindu 2. Dainik Bhaskar Dated 01.02.2025

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

Yes, 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	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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NIL

Leadership Indicators

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

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

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Total water consumed / turnover)		
Water intensity (optional) - the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment - please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment - please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment - please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment - please specify level of treatment		
(v) Others		
- No treatment		
- With treatment - please specify level of treatment		
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the agency. Not Applicable

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (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	80371.29	136442
Total Scope 3 emissions per ₹ of turnover	KgCO ₂ e/₹of turnover	0.00128	0.0021590
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	KgCO ₂ e/ton Cementitious product	6.74	-

NOTE:

- Scope 3 for FY 2024-25 is post merger
- Scope 3 for FY 2024-25 includes company Scope 3 emission across 8 categories which includes Purchased good and Services (Category-1); Capital Goods (Category-2); Fuel (Category-3); Upstream transportation and distribution (Category-4); Waste generated in operations (Category-5); Business Travel (Category-6); Employee Commuting (Category-7) and Downstream Transportation & Distribution (Category-9).

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. Not Applicable

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities. Below are the major impact & mitigation measures of Wildlife Conservation Plan of our plant for which the information has been provided in Question 11.

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.

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Durg - Energy efficiency steps in Raw mill and Kiln	<ul style="list-style-type: none"> • Optimized raw mill classifier seal gap. • Optimized raw mill table dame ring height. • Reduced the gap between the Raw Mill dam ring and the table. • Reduced armor ring angle. • Optimized raw mill nozzle ring velocity. • Replaced worn-out plates in the AQC inlet and outlet ducts to minimize false air ingress. • Replaced a total of four expansion joints to enhance system integrity and reduce leakage. 	<ul style="list-style-type: none"> • Raw mill power reduced from 17.78 to 16.40 KWh/T • Raw Mill productivity improved by 20 TPH • Clinkerisation power reduced from 50.8 to 46.4 KW/T clinker.
2	Durg - Energy Steps taken in slag VRM	<ul style="list-style-type: none"> • Slag mill Classifier seal gap reduced. • Roller grinding pressure increased from 7.5 to 7.8 MPA. • Slag mill bag house DP reduced by 20 mmwg by changing new bag. • Slag mill booster fan RPM reduced by 100 -150 RPM by optimizing bag house fan and modification in water spray. • Slag VRM product elevator VFD installed to improve the mill productivity. 	TPH improved by 10 TPH and power reduction of 0.8 KWh/T cement
3	Durg - Green Initiatives	<ul style="list-style-type: none"> • Renewable Energy increased from 56% in FY 2023-24 to 77% in FY 2024-25. • TSR improved from 6.62 % in FY 2023-24 to 10.87% in FY 2024-25. • Water Consumption reduction from 0.20 KL/T Clinker to 0.13 KL/T Clinker in FY 2024-25 	RE increased from 56% to 77%. TSR improved from 6.62 % to 10.87%. Water Consumption reduction from 0.20 KL/T Clinker to 0.13 KL/T Clinker
4	Sirohi - Energy conservation initiatives	<ul style="list-style-type: none"> • A state-of-the-art classifier was installed in Cement Mill-1 to improve overall efficiency, productivity, and reduce specific power consumption. • An AI-based Model Predictive Control (MPC) system was commissioned in Cement Mill-2 to enhance process stability and increase mill productivity. • A total of fourteen old, low-efficiency motors in the cement mill section were replaced with high-efficiency IE3 motors to optimize energy use and reduce operational costs. • Modernization of Packing Plant: A new-generation Lycos packer was installed to enhance packing accuracy, speed, and reliability. • Kiln-1's AQC-1 WHR boiler was upgraded to augment WHR power generation capacity. • Continued emphasis was placed on maximizing the utilization of renewable energy sources, including Waste Heat Recovery and Solar. During FY 2024-25, renewable energy accounted for 42.97% of the company's total electricity consumption. • A Solid Flow Feeder system was installed in Cement Mill-2 to facilitate consistent and efficient feeding of dry fly ash in the PPC system, thereby improving blending and process control. 	Improvement in overall efficiency, productivity and reduction specific power consumption.

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
5	Sirohi - Green Initiatives	<ul style="list-style-type: none"> Achieved a significant increase in TSR from 7% to 14.5% through focused process optimization and the successful implementation of a solid alternative fuel (AFR) feeding system. Continued emphasis on sustainability led to an increased share of renewable energy sources-namely solar power and waste heat recovery (WHR)-in the overall energy mix. Strategic optimization of the 20 MW Captive Power Plant resulted in a 29% reduction in dependency on CPP-generated power in FY 2024-25 compared to the previous financial year, thereby contributing to energy efficiency and environmental goals. ECOSTAR Screen: Imported for efficient size segregation of Alternative Fuels and Raw materials (AFR), enhancing feed consistency and processing efficiency. MJ Shredder: Procured for shredding bulk-sized AFR materials to ensure uniform sizing, enabling smooth handling and improved combustion performance. 	TSR improved from 7% to 14.5%. Increase RE Power
6	Udaipur - Green Initiatives	<ul style="list-style-type: none"> Commissioning of Pre & Co processing system - To reduce the dependency on conventional fuel and to increase usage of alternative fuel we commissioned pre and co processing systems in our Kiln. Commissioning of Second floating Solar - To further increase our renewable energy share in the total electrical energy requirement, we commissioned our second floating solar of 2.75 MW capacity. This solar capacity will enable Udaipur unit to receive 44.86 Lacs unit renewable energy which will further reduce 3395 MT of CO2 emissions. 	
7	Udaipur - Technology Adoption	<ul style="list-style-type: none"> Commissioned our Wagon loading system for Cement dispatch and Clinker transfer 	Smooth despatch of Clinker and Cement.

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

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, Fire fighting 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.

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

- 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.
- 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.

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

The Company has started the process of ESG assessment of its value chain partners.

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers / associations.
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	National Council for Cement	National
2	National Safety Council	National
3	Confederation of Indian Industry	National
4	Cement Manufacturers Association	National
5	Coal Consumer's Association of India	National
6	Ready Mixed Concrete Manufacturers Associations	National
7	PHD Chamber of Commerce & Industry	National
8	Indian Chamber of Commerce	National
9	Rajasthan Chamber of Commerce	State
10	Mines Safety Association Udaipur	State

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

Name of authority	Brief of the case	Corrective action taken
Competition Commission of India	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.	All the seven companies filed appeal before Competition Appellate Tribunal (now transferred to National Company Law Appellate Tribunal). JK Lakshmi Cement Ltd. 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 business 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 undertaken 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:

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Directly sourced from MSMEs / small producers	12.26%	75% (PP Bags) 11% (Spares) 5% (Raw Material)
Directly from within India	68.56%	67% (Fuel) 100% (PP Bags) 90% (Spares) 100% (Raw Material)

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

Location	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Rural	52.31%	42.18%
Semi-urban	4.82%	5.31%
Urban	21.74%	26.64%
Metropolitan	21.13%	25.87%

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

Note:

- The Company in its IAR FY 2023-24 has reported under two categories - Rural & Semi urban and Urban & Metropolitan. For this current report FY 2024-25 data has been presented separately under four categories.
- FY 2024-25 data is post merger.

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above): Not Applicable

Details of negative social impact identified	Corrective action taken

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

S.No.	State	Aspirational District	Amount spent (In ₹)
1.	Rajasthan	Sirohi	1,47,38,631.14

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. We have not segregated the vendors on the basis of marginalized /vulnerable groups.
 (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. Not applicable

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

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved. Not applicable

Name of Authority	Brief of the Case	Corrective action taken

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 (Health)	100170	76%
2	JK Lakshmi Vidya (Education)	32174	61%
3	JK Lakshmi Aajivika (Livelihood)	30132	56%
4	JK Lakshmi Swajal & Swachhta (Water and Sanitation)	65182	66%
5	JK Lakshmi Gramin Vikas (Rural Development)	83096	68%
6	JK Lakshmi Kaushal Prashikshan (Skill Development)	1825	65%

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

Essential Indicators

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

The Company aims for a “Customer centric” approach with various initiatives listed below:

- “Toll Free” Helpline number for instant solutions to the queries of customers.
- Site Meets conducted by Technical Service cell.
- Product Demonstration on sites by TSC.
- Customer in Culture program by Cross functional Team for feedback.
- Forms on digital media (Website) for addressing queries of potential customers.
- Customer Satisfaction Survey through external agency.
- Face to face interaction with mason/ contractors for any feedback/ issues.

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 authorized dealer
- Customer care helpline
- Web site
- E-mail

In addition to the above Company's technical services unit also responds to customer's queries and complaints.

- 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 official 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 and shared with Plant head & Quality Control head for needful at their end on monthly basis.

Further, Company also organizes 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. correct application procedure & precautionary measures while handling / application of cement related items.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	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 2024-25 (Current Financial Year)		Remarks	FY 2023-24 (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	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	N.A.	N.A.	-	N.A.	N.A.	-
Restrictive Trade Practices	N.A.	N.A.	-	N.A.	N.A.	-
Unfair Trade Practices	N.A.	N.A.	-	N.A.	N.A.	-
Other	-	-	-	-	-	-

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

	Number	Reasons for recall
Voluntary recalls	0	N.A.
Forced recalls	0	N.A.

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

Yes, <https://www.jklakshmicement.com/wp-content/themes/jk-laxmi/pdf/cyber-security-policy.pdf>

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

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches
Zero instances
- b. Percentage of data breaches involving personally identifiable information of customers
Zero percent of data breaches
- c. Impact, if any, of the data breaches
Zero data breach and no adverse impact

Leadership Indicators

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

<https://www.jklakshmicement.com/>

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 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.

Not applicable as our Company does not fall under essential services.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No / Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes 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 feedbacks from various customers and stakeholders on regular intervals.