

Annexure-8 to Directors' Report

# Business Responsibility & Sustainability Reporting (BRSR)

## SECTION A: GENERAL DISCLOSURES

### I Details of the listed entity

1.	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	L17120MH1985PLC036500
2.	<b>Name of the Entity</b>	Jai Corp Limited
3.	<b>Year of Incorporation</b>	06-06-1985
4.	<b>Registered office address</b>	A-3, M.I.D.C. Industrial Area, Nanded, Maharashtra – 431 603.
5.	<b>Corporate address</b>	603 Embassy Centre, Nariman Point, Mumbai – 400 021.
6.	<b>E-mail</b>	<a href="mailto:jaicorp@jaicorpindia.com">jaicorp@jaicorpindia.com</a>
7.	<b>Telephone</b>	+91-22 3521 5146/ 3139 6050
8.	<b>Website</b>	<a href="http://www.jaicorpindia.com">www.jaicorpindia.com</a>
9.	<b>Financial year for which reporting is being done</b>	2023-24
10.	<b>Name of the Stock Exchange(s) where shares are listed</b>	Bombay Stock Exchange (BSE) Limited & National Stock Exchange (NSE) of India Limited
11.	<b>Paid-up Capital</b>	INR 1,78,449,410
12.	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	Mr. Dinesh D. Paliwal T: +91-0223521 5146/ 3139 6050 E: <a href="mailto:dinesh.paliwal@jaicorpindia.com">dinesh.paliwal@jaicorpindia.com</a>
13.	<b>Reporting boundary</b> <i>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).</i>	Disclosures made in this report are on standalone basis and pertain only to “Jai Corp Limited”, unless otherwise stated.
14.	<b>Name of assurance provider</b>	The Company has not carried out the assurance for the Business Responsibility and Sustainability Report for FY 2023-24
15.	<b>Type of assurance obtained</b>	Not Applicable

### 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 (FY 2023-24)
1	Manufacturing	Plastic Processing	99.94%

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

S. No.	Product/Service	NIC Code	% Of total turnover contributed
1	PP/HDPE Fabric & Sacks, Liner Bags, FIBC Jumbo Bag	22203	99.94%
2	Steel Manufacturing	24109	00.06%

III. Operations

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

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

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	13
International (No. of Countries)	8

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

The contribution of exports as a percentage to total turnover is about **8.55%**.

c. A brief on types of customers

Jai Corp Limited serves a diverse customer base spanning across various industries. The product portfolio includes Woven Sacks/Fabric, Jumbo Bags, PP Staple Fiber, Geotextiles, and steel coils/sheets (CR, GP/GC, and HR). The Company's coverage of operations represents a broad range of sectors including agriculture, construction, packaging, textiles, automotive, appliances, and general engineering.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	65	64	98%	01	2%
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total employees (D + E)</b>	<b>65</b>	<b>64</b>	<b>98%</b>	<b>01</b>	<b>2%</b>
<b>WORKERS</b>						
4.	Permanent (F)	1378	1378	100%	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	<b>Total workers (F + G)</b>	<b>1378</b>	<b>1378</b>	<b>100%</b>	<b>0</b>	<b>0</b>

b. Differently abled Employees:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	The Company does not have any differently abled employees.				
2.	Other than Permanent (E)					
3.	<b>Total employees (D + E)</b>					

**c. Differently abled Workers:**

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1	Permanent (F)	2	2	100%	0	0
2.	Other than Permanent (G)	0	0	0	0	0
3.	<b>Total Workers (F + G)</b>	<b>2</b>	<b>2</b>	<b>100%</b>	<b>0</b>	<b>0</b>

**21. Participation/Inclusion/Representation of women**

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	3	37.50%
Key Management Personnel (KMP)	2	0	00%

**22. Turnover rate for permanent employees and workers**

Category	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	53.09 %	0.00%	53.33%	24.00%	0.00%	24.00%	25.00%	0.00%	25.00%
Permanent Workers	127.82%	0.00%	127.82%	156.15%	0.00%	156.15%	164.66%	0.00%	164.66%

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

**23. (i) 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	Ashoka Realty and Developers Limited	Subsidiary	100%	No
2	Belle Terre Realty Limited	Subsidiary	100%	No
3	Ekdant Realty and Developers Limited	Subsidiary	100%	No
4	Hari Darshan Realty Limited	Subsidiary	100%	No
5	Hill Rock Construction Limited	Subsidiary	100%	No
6	Hind Agri Properties Limited	Subsidiary	100%	No
7	Iconic Realtors Limited	Subsidiary	100%	No
8	Jai Corp Welfare Foundation	Subsidiary	100%	No
9	Jailaxmi Realty and Developers Limited	Subsidiary	100%	No
10	Krupa Land Limited	Subsidiary	100%	No
11	Krupa Realtors Limited	Subsidiary	100%	No
12	Multifaced Impex Limited	Subsidiary	100%	No

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)
13	Novelty Realty and Developers Limited	Subsidiary	100%	No
14	Oasis Holding FZC	Subsidiary	75%	No
15	Rainbow Infraprojects Limited	Subsidiary	100%	No
16	Swar Land Developers Limited	Subsidiary	100%	No
17	Swastik Land Developers Limited	Subsidiary	100%	No
18	Vasant Bahar Realty Limited	Subsidiary	100%	No
19	Welldone Real Estate Limited	Subsidiary	100%	No
20	Yug Developers Limited	Subsidiary	100%	No
21	Urban Infrastructure Venture Capital Limited	Subsidiary	100%	No
22	Searock Developers FZC	Associate	50%	No
23	Urban Infrastructure Holdings Private Limited	Associate	32%	No

**VI. CSR Details**

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

Sr No.	Particulars	Details
1	Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
2	Turnover in INR	₹ 45,784.36 Lakhs
3	Net worth in INR	₹ 1,38,734.28 Lakhs

**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:**

The Company has identified both external and internal stakeholders through stakeholder mapping and regular engagement exercises. To ensure effective communication and resolution of issues, the Company has established a grievance redressal mechanism. This mechanism is designed to promptly address grievances from all stakeholders.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/ No)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes*	0	0	N.A.	0	0	N.A.
Investors (other than shareholders)	Yes*	0	0	N.A.	0	0	N.A.
Shareholders	Yes*	138	0	All the complaints were resolved during the FY 2023-24	156	0	All the complaints were resolved during the FY 2022-23
Employees and workers	Yes*	0	0	NA	0	0	NA
Customers	Yes*	0	0	NA	0	0	NA
Value Chain Partners	Yes*	0	0	NA	0	0	NA
Other (please specify)	Yes*	0	0	NA	0	0	NA

(\*) – Web link of the Grievance Redressal Policy: <http://www.jaicorpltd.com/investor/policies.html>

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

The Company has identified following material issues, which could impact their business operation.

S. No.	Material issues identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Occupational Health and Safety (OHS)	Risk	Ensuring worker safety and health is crucial for employee well-being. Occupational Health and Safety (OHS) is a top concern for the Company due to the potential impact of workplace accidents, injuries, and environmental issues on the employees. Ineffective management of health and safety practices can lead to a high number of safety related incidents. We recognize the importance of ensuring a safe and healthy work environment. By focusing on OHS, we aim to reduce risks and promote the sustainable growth of business.	<p>The Company conducts regular health and safety assessments across all its plant locations to identify and evaluate potential risks and hazards. These assessments are integral to maintaining a safe working environment and minimizing occupational health and safety (OHS) risks. By systematically reviewing operations and facilities, the Company can proactively address any concerns that may compromise employee well-being or workplace safety.</p> <p>The Company invests in training programs designed to educate and empower workers and employees about OHS practices and regulations. These training initiatives ensure that all personnel are knowledgeable about safety protocols and compliance requirements.</p>	Negative

2.	Community Engagement and Social Impact	Opportunity	<p>The Company views social responsibility towards society as a strategic opportunity rather than just an obligation. By investing in community support initiatives, the Company aims to cultivate goodwill, and achieve a competitive edge. These efforts not only benefit the Company's business but also positively impact the communities where the Company operates, fostering economic development and sustainability. Embracing social responsibility allows the Company to align its values with its actions, contributing to a more inclusive and sustainable future. Through proactive engagement and investment in social initiatives, the Company aims to create lasting positive outcomes.</p>	NA	Positive
3.	Energy Management	Risk and Opportunity	<p>Energy management represents both a significant risk and a compelling opportunity for the Company:</p> <p>Risk: Inefficient energy use and reliance on fossil fuels expose the Company to operational and financial risks. Fluctuating energy prices can lead to increased production costs, impacting profit margins. Additionally, dependence on non-renewable energy sources contributes to carbon emissions, which may result in regulatory compliance challenges and reputational risks in an increasingly sustainability-focused market.</p> <p>Opportunity: Effective energy management presents a compelling opportunity for the Company to reduce costs, enhance competitiveness, and demonstrate environmental stewardship. Implementing energy-efficient technologies and practices can lead to significant cost savings over time by reducing energy consumption and operational expenses. Transitioning to renewable energy sources, such as solar or wind power, not only reduces carbon footprint but also enhances the Company's sustainability credentials.</p>	<p>Recognizing the strategic importance of energy management, the Company is committed to developing and implementing a comprehensive energy management strategy.</p> <p>The Company's strategy shall be inclined towards optimizing energy usage, enhancing efficiency, and reducing costs while minimizing the overall environmental impact.</p> <p>The Company has also installed solar power plants as a source of renewable energy. This will help the Company to reduce its dependency on fossil fuels and result in reduced environmental footprint.</p>	Negative and Positive

4.	Carbon Emissions	Opportunity	<p>The Company views the reduction of carbon emissions as a strategic opportunity aligned with evolving environmental expectations. Recognizing the growing demand for sustainable solutions in manufacturing, the Company is committed to investing in and developing low-carbon technologies and eco-friendly processes.</p> <p>Moreover, reducing emissions not only benefits the environment but also drives potential cost savings and operational efficiencies. Through the adoption of energy-efficient technologies, waste reduction, and process optimization, we anticipate significant financial gains.</p>	NA	Positive
5.	Supply Chain Management	Risk	<p>The Company recognizes that effective supply chain management is critical for mitigating risks and ensuring operational resilience. Disruptions in raw material supply, transportation, or logistics can lead to productivity and revenue losses. Moreover, market uncertainties, political instability, and natural disasters further underscore the importance of robust supply chain strategies. High dependency on a limited number of suppliers or vendors increases procurement risks, potentially impacting business continuity and profitability.</p>	<p>The Company has established long-standing relationships with multiple suppliers/vendors. Continuous discussions and communication are maintained with these suppliers/vendors to ensure uninterrupted production and timely availability of required supplies. The Company focuses on building resilience to disruptions, and proactive risk management.</p>	Negative
6.	Risk Management and Cyber Security	Risk	<p>The Company is exposed to cyber-attacks, data breaches, and ransomware, which can result in financial loss, damage to reputation, and loss of customer trust.</p>	<p>The Company has established a comprehensive Risk Management Policy to effectively manage and mitigate risks. This policy provides a framework for addressing various risk-related issues. In addition, the Company has implemented a robust cybersecurity policy, prioritizing the identification and resolution of cybersecurity threats. Complemented by a well-defined IT policy, the Company takes proactive measures to prevent incidents and minimize potential damages.</p>	Negative

7.	Water Management	Opportunity	Water scarcity and pollution pose operational and environmental risks. The Company strives to develop innovative water management solutions, aiming to reduce overall water consumption, lower operating costs, and improve environmental performance. These efforts enable the Company to comply with regulations, enhance its reputation, and improve market competitiveness.	NA	Positive
8.	Labor Practices and Human Rights	Risk	Ensuring fair labor practices, respecting human rights, and complying with labor laws are fundamental ethical considerations and critical for maintaining a motivated and productive workforce. Non-compliance can lead to legal, reputational, and operational risks.	The Company prioritizes the protection of human rights through well-defined policies and practices, which are integral to the Company's Code of Conduct. To ensure compliance, the Company provides comprehensive training programs to employees specifically covering human rights topics.	Negative
9.	Product Quality and Safety	Risk and Opportunity	Ensuring product safety, adhering to quality standards, and providing transparent product information are essential for consumer trust, brand reputation, and regulatory compliance. Product defects or safety issues can lead to recalls, legal liabilities, and damage to brand reputation.	The Company implements rigorous quality control processes, adhere to safety standards, conduct product testing, and communicate transparently with consumers.	Positive



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y*	Y*	Y*	Y*	Y*	Y*	Y*	Y*	Y*
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<a href="http://www.jaicorpindia.com/investor/policies.html">http://www.jaicorpindia.com/investor/policies.html</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4. Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) mapped to each principle.	- ISO 9001: 2015 – Quality Management System Standard - BIS Certifications: 7800042310, 7800042209 & 7800042411 - EPR Certified: PR-20-DAD-01-AAACJ2591A-23								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Currently, the Company has not made any specific commitments or set objectives for the fiscal year 2023-24. However, going forward the Company shall focus on development of sustainability goals in alignment with the Company’s operations and compliance obligations.  Recognizing the crucial role of measurable goals in guiding its operations towards long-term aspirations, the Company will continuously evaluate its performance and consider the possibility of setting clear commitments or goals in the coming years.								
6. Performance of the entity against specific commitments, goals, and targets along with reasons in case the same are not met.	The Company has initiated efforts to assess its ESG (Environmental, Social, and Governance) performance across operations. It aims to establish goals for the future. In this regard, the Company shall monitor performance against specific commitments and targets in the years to come.								
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	At Jai Corp, the Company prioritizes sustainability in all aspects of its business operations. The Company is dedicated to using less energy by adopting efficient technologies and processes. The Company is also focused towards reducing waste through recycling and smart management practices. Water stewardship is an important and an essential topic to the Company. The Company makes sure to recycle the overall water consumed and reuse the same water for business operations.								

Renewable energy is a big part of the Company's strategy. The Company has invested in solar power to reduce its reliance on fossil fuels and lower the overall greenhouse gas emissions.

Apart from the environmental parameters, the Company deeply focuses on its social and governance responsibilities. The Company strives for a diverse and inclusive workplace, fair labor practices, and the health and safety of the employees and workers. The Company's governance practices ensure transparency, accountability, and ethical conduct in every business aspect and operations. Moreover, the Company actively engages in Corporate Social Responsibility (CSR) initiatives aimed at giving back to the communities in which the Company operates.

In summary, at Jai Corp, sustainability is at the heart of its business. The Company is committed to doing its part to protect the planet, support the communities, and uphold the highest standards of corporate responsibility.

<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies.</b>	<b>DIN Number:</b> 07017428 <b>Name:</b> Mr. Kaushik Deva <b>Designation:</b> Independent Director <b>Telephone number:</b> (+91) 22 43490400 <b>E-mail id:</b> kaushikdeva@gmail.com
<b>9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.</b>	Yes. The Business Responsibility and Sustainability Committee is responsible for decision making on sustainability related issues. The Business Responsibility and Sustainability Committee comprises Mr. K. Deva – Independent Director, Mr. Anand Jain - Chairman and Mr. Virendra Jain – Vice Chairman. Mr. K. Deva is the Chairman of this Committee.

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

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee	Frequency (Annually/Half yearly/Quarterly/ Any other- please specify)																																								
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Performance against above policies and follow up action	Yes, The Board of Directors and the Business Responsibility and Sustainability Committee have conducted a review of the Company's performance in relation to policies, as well as the necessary follow-up actions.	Quarterly																																								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company upholds rigorous adherence to all legal obligations mandated by statutory requirements. In the event of any instance of non-compliance, both the Audit Committee and the Risk Management Committee are promptly notified.	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 the name of the agency.		<table border="1"> <tr> <td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td> </tr> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td></td> </tr> </table>	P	P	P	P	P	P	P	P	P	P	1	2	3	4	5	6	7	8	9																					
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	The Company conducts regular internal reviews to assess the effectiveness of its policies and their implementation. However, for the fiscal year 2023-24, no external audit has been conducted to validate these reviews.																																									

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

Not Applicable.

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

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

**Essential Indicators**

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% Age of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	00	Nil	-
Key Managerial Personnel (KMP)	01	- Code of Conduct - Anti-bribery and anti-corruption - Insider Trading - Prevention of Sexual Harassment - Health and Safety	100.00%
Employees other than BoD and KMPs	04	- Code of Conduct - Insider Trading - Prevention of Sexual Harassment - Health and Safety - Skill Upgradation - Fire Drills - Human Rights	100.00%
Workers*	12	- Health and Safety - Skill Upgradation - Human Rights - Fire Drills	100.00%

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

There have been no instances of fines/penalties/compounding fee/settlement/imprisonment/punishment for FY 2023-24.

**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 institution
NIL	Not applicable

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

Yes, the Company has formulated and implemented an Anti-bribery and Anti-corruption Policy concerning ethics, bribery, and corruption, encompassing all employees and business associates. In alignment to the

Company's commitment towards fairness and transparency, the Company upholds the highest standards of professionalism, honesty, integrity, and ethical conduct in all interactions and transactions involving its constituents.

To facilitate the reporting of illegal or unethical practices, suspected fraud, and genuine concerns or grievances, the Company has established a Whistleblower and Vigil Mechanism Policy, enabling stakeholders, including directors and employees, to freely communicate their concerns. Additionally, the Company adheres to a well-defined Supplier Code of Conduct that explicitly outlines its expectations in alignment with the organization's principles and ethical values.

Link: <http://www.jaicorpindia.com/investor/policies.html>.

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

Case details	FY 2023-24	FY 2022-23
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

There have been no complaints with regard to conflict of interest against Board of Directors or KMPs for FY 2023-24 and FY 2022-23.

**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.**

Since there have been no fines, penalties, or actions taken by regulators, law enforcement agencies, or judicial institutions in cases of corruption and conflict of interest, no specific corrective actions were required to be taken.

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	5.95	3.07

**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 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0	0
Share of Related Party Transactions in	a. Purchases (Purchases with related parties / Total Purchases)	0	0
	b. Sales (Sales to related parties / Total Sales)	0	0
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total Investments made)	0	0

**Leadership Indicators**

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

The Company has not undertaken dedicated training sessions on NGRBC principles for its value chain partners for FY 2023 -24.

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

Yes. To ensure the avoidance of conflicts of interest, the Company strictly adheres to statutory requirements by mandating directors, Key Managerial Personnel (KMPs), and senior management to make necessary disclosures, promoting transparency and accountability within the Company’s governance framework.

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

**Essential Indicators**

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

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	0	0	The Company has not allocated funds for research and development to improve the environmental and social effects of its operations. However, the Company is aware of the importance of these efforts and strives to carefully consider them in the future.
Capex	0	0	The Company recognizes the benefits of investing in sustainable technologies and practices for long-term value. It is determined to find innovative solutions that enhance its environmental and social impact while also benefiting its stakeholders.

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

Yes, The Company has implemented strong procedures for sustainable sourcing. Specifically, the polymers polypropylene and polyethylene are sourced entirely from a reputable domestic petrochemical manufacturer committed to sustainability. The Company makes sure to conduct comprehensive planning to align with its sourcing with production needs, ensuring responsible procurement practices.

The primary raw materials, including PP/HD/LD, originate from domestic petrochemical suppliers, supplemented by a minimal amount of ancillary materials procured from local vendors. These sourcing strategies implemented by the Company highlights its dedication to sustainability and ethical procurement. 100% of the raw materials are sourced sustainably.

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

The Company does not have a specific process in place to reclaim its products for reusing, recycling, and disposing at the end of life, however, the Company prioritizes responsible waste management through strategic partnerships with authorized vendors specializing in recycling and disposal services.

(a) **Plastics:** The Company has developed and implemented processes to safely reclaim plastic products for reuse, recycling, and disposal at the end of their lifecycle. The process follows segregating plastic waste based on type and ensuring proper collection and storage. The Company strives towards developing and enhancing its recycling capabilities ultimately transforming collected plastic waste into valuable resources for reuse. This helps the Company to reduce the overall consumption of virgin plastic for product development. Additionally, the Company continuously explores innovative strategies to reduce plastic packaging, encouraging the adoption of recycled materials and participating in circular economy initiatives. Through these proactive measures, the Company is taking a holistic approach to minimize plastic waste generation.

- (b) **E-waste:** The Company is committed to sustainable management of electronic products at the end of their lifecycle. The Company adheres to rigorous protocols for reclaiming electronic waste (e-waste) in ways that prioritize safety and environmental responsibility. This includes continuous collection, secure storage, and transportation of end-of-life electronic items. The Company maintains complete compliance with all applicable regulations and collaborate with certified e-waste recyclers who utilize environmentally friendly techniques to recover valuable components and manage hazardous substances responsibly.
- (c) **Hazardous Waste:** The Company has implemented procedures for managing hazardous waste. This involves the identification and segregation of hazardous materials produced during manufacturing processes, their storage in designated containers, and strict adherence to applicable safety and disposal regulations. The Company collaborates with licensed and certified waste management vendors for the collection, transportation, treatment, and disposal of hazardous waste. These vendors utilize approved methods that minimize environmental impact and ensure compliance with legal requirements.
- (d) **Other waste:** The Company understands the importance of responsible waste management, including materials beyond

plastics, e-waste, and hazardous substances. The Company actively develops strategies to reduce waste generation through process optimization, resource efficiency enhancement, and waste reduction initiatives. The Company incorporates waste segregation and recycling practices wherever possible. For non-hazardous waste, the Company ensures proper collection, sorting, and disposal in accordance with relevant regulations, utilizing authorized waste management service providers. Furthermore, the Company responsibly disposes of other types of waste by auctioning them through the MSTC portal to authorized government agencies. stewardship.

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

Yes, Extended Producer Responsibility (EPR) is applicable to the entity's activities. Although the Company sells plastic packaging materials to registered vendors. Therefore, the Company has effectively transferred the EPR liability for the plastic packaging materials to the registered vendors who serve as brand owners. As a result, the Company currently does not have any direct liability for the management of the plastic packaging waste.

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

The Company has not conducted any Life Cycle Perspective / Assessments (LCA) for the FY 2023-24.

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

Not Applicable

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

Approximately 10% to 12% of the waste generated during the manufacturing process is actively recycled and utilized for captive consumption. This sustainable practice helps minimize the environmental impact by reducing the overall environmental footprint ultimately reducing the amount of waste sent to landfills while also contributing to resource conservation within the Company's operations.

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

As the Company does not have a specific procedure in place to reclaim its products for reusing, recycling and disposing at the end of life, therefore this question is not applicable. However, the Company manages its waste safely and in compliance with environmental regulations.

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

Not Applicable

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

**Essential Indicators**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	64	0	0	49	77%	0	0	0	0	0	0
Female	1	0	0	1	100%	0	0	0	0	0	0
<b>Total</b>	<b>65</b>	<b>0</b>	<b>0</b>	<b>50</b>	<b>77%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent Employees</b>											
Male	The Company does not have any other than permanent employees.										
Female											
<b>Total</b>											

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

Category	% Of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	1378	0	0	1378	100 %	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>1378</b>	<b>0</b>	<b>0</b>	<b>1378</b>	<b>100%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent workers</b>											
Male	The Company does not have other than permanent workers.										
Female											
<b>Total</b>											

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

	FY 2023-24	FY 2022-23
Cost incurred on well- being measures as a % of total revenue of the Company	0.05%	0.03%

2. Details of retirement benefits.

The Company provides retirement benefits to its workers and employees as following:

- ⊗ Workers and employees are enrolled under employees’ provident fund scheme as per The Employees’ Provident Funds and Miscellaneous Provisions Act, 1952.
- ⊗ Company provides gratuity benefits to its employees and workers as per the provision of the Payment of the Gratuity Act, 1972.



Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	61.54%	99.27%	Y	45%	98.95%	Y
Gratuity	100 %	100%	Y	100%	100%	Y
ESI	11%	-	Y	-	-	-
Others – please specify	-	-	-	-	-	-

**3. Accessibility of workplaces:**

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

Yes, the Company has taken important steps to make sure everyone can access their facilities and services, especially people with disabilities. The Company is committed to making the spaces and services inclusive for everyone.

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

Yes, the Company has an Equal Opportunity Policy in place. The Company places significant importance on fairness and inclusivity within its workforce. It is dedicated to treating all employees equally and offer equal opportunities across recruitment, hiring, promotions, and other employment practices. Non-discrimination is a core value of the Company, and the Company is committed to ensuring that every employee is treated fairly and given equitable consideration.

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

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	There have been no cases of parental leave in the FY 2023-24. Therefore, the data has not been provided.			
Female				
<b>Total</b>				

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

<b>Permanent workers</b>	The Company ensures that employees and workers have access to designated channels for addressing their grievances, and their concerns will be handled and resolved by the relevant authority within a specified timeframe. To facilitate effective communication, all employees have access to the following channels: <b>Whistleblower</b> – <a href="mailto:jaicorp@jaicorpindia.com">jaicorp@jaicorpindia.com</a> <b>POSH</b> – <a href="mailto:rahul.ahire@jaicorpindia.com">rahul.ahire@jaicorpindia.com</a> <b>HR point of contact</b> – <a href="mailto:rahul.ahire@jaicorpindia.com">rahul.ahire@jaicorpindia.com</a>
<b>Other than permanent workers</b>	
<b>Permanent employee</b>	
<b>Other than permanent employee</b>	

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

There are no employee and worker associations recognized by the Company.

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Permanent Employees</b>										
Male	64	64	100%	64	100%	101	101	100%	101	100%
Female	1	1	100%	1	100%	2	2	100%	2	100%
<b>Total</b>	<b>65</b>	<b>65</b>	<b>100%</b>	<b>65</b>	<b>100%</b>	<b>103</b>	<b>103</b>	<b>100%</b>	<b>103</b>	<b>100%</b>
<b>Permanent Workers</b>										
Male	1378	1378	100%	1378	100%	1697	1697	100%	448	26.40
Female	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>1378</b>	<b>1378</b>	<b>100 %</b>	<b>1378</b>	<b>100%</b>	<b>1697</b>	<b>1697</b>	<b>100%</b>	<b>448</b>	<b>26.40</b>

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Permanent Employees</b>						
Male	64	64	100%	101	101	100%
Female	1	1	100%	2	2	100%
<b>Total</b>	<b>65</b>	<b>65</b>	<b>100%</b>	<b>103</b>	<b>103</b>	<b>100%</b>
<b>Permanent Workers</b>						
Male	1378	1378	100%	1697	1697	100%
Female	0	0	0	0	0	0
<b>Total</b>	<b>1378</b>	<b>1378</b>	<b>100%</b>	<b>1697</b>	<b>1697</b>	<b>100%</b>

10. Health and safety management system:

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

The Company prioritizes creating a safe and healthy workplace for all employees. This is reflected in its robust Health and Safety management system, which highlights the Company’s dedication to employee well-being and recognizes the link between safety and business success. The Company’s health and safety system sets clear expectations and responsibilities for both employers and employees to ensure occupational health and safety.

The Company’s holistic approach to health and safety includes identifying and managing work-related hazards, conducting regular medical examinations, providing ongoing education on health and safety practices, and granting access to healthcare benefits. By prioritizing employee health and safety, the Company aims to foster a positive and productive work environment that benefits everyone.

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

The Company conducts regular inspections, observations, and consultations with employees to identify potential hazards in the workplace. This includes analyzing work processes, equipment, materials, and any other factors that may pose a risk to employee safety and health.

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

The Company prioritizes the safety and well-being of its employees and workers above all else. The Company provides comprehensive safety induction training, including daily toolbox talks and job safety training, to empower workers with the skills to identify and address potential hazards. The Company strictly enforces rigorous safety protocols, reflecting its commitment to maintaining a safe work environment.

Continuous efforts are made to enhance safety practices, ensuring worker protection, and optimizing efficiency and productivity. By focusing on safety, the Company enables workers to perform confidently and securely. This commitment not only safeguards employees but also fosters a positive work

environment conducive to success. The Company understands that investing in safety measures is crucial for workforce well-being and operational success. Through ongoing training and strict enforcement of safety standards, the Company aims to create a workplace where safety is paramount and valued by all.

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

The Company prioritizes employee safety and well-being through comprehensive safety measures and facilities. This includes prominently displaying necessary safety posters, providing essential safety equipment, and maintaining a fully stocked first-aid box. Additionally, the Company ensures access to purified drinking water to promote employee health and hydration during the workday.

To address medical needs, the Company offers adequate medical facilities overseen by a qualified full-time medical practitioner. This ensures prompt and professional medical assistance for employees when required, supporting their overall well-being.

These initiatives demonstrate the Company’s commitment to providing a safe and healthy work environment where employees’ physical well-being is prioritized and supported.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employee	00	00
	Worker	00	00
Total recordable work-related injuries	Employee	00	00
	Worker	00	00
No. of fatalities	Employee	00	00
	Worker	00	00
High consequence work-related injury or ill-health (excluding fatalities)	Employee	00	00
	Worker	00	00

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

The Company has taken the following measures to ensure a safe and healthy workplace:

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

Through these measures, the Company upholds its commitment to fostering a safe and healthy workplace environment for all employees and workers.

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

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

14. Assessments for the year:

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

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

The Company has implemented corrective measures in response to safety-related incidents and continuously evaluates health and safety practices to identify and mitigate potential risks. The Company's top priority is ensuring safety and conduct regular reviews to uphold a secure work environment for all employees and workers.

The Company has formulated and implemented a risk management policy to ensure a safe and healthy environment for all employees and workers.

**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 has Group Life Insurance coverage and Accidental Life Insurance coverage, which is extended to its employees and workers.

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

The Company has made official agreements with its value chain partners, outlining their obligation to correctly deduct and deposit all necessary statutory dues. The Company ensures compliance with statutory obligations such as GST (Goods and Service Tax) and TDS (Tax Deducted at Source) payments. Specifically, GST payments are made only after they are accurately reflected in the GST portal, ensuring adherence to the relevant regulations. Likewise, TDS is promptly deducted and paid as required by the statutory provisions. By fulfilling these obligations in a timely manner, the Company maintains its commitment to meeting legal requirements and upholding financial transparency.

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

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

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

Yes, the Company management has the discretion and may consider certain employees for advisory roles after they have reached the retirement age.

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

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	For the FY 2023-24, no specific assessments have been carried out for the value chain partners. However, the Company has outlined the highest standards of health, safety, and working conditions in its Code of Conduct. The Company actively promotes and encourages its value chain partners to prioritize and uphold health and safety practices, as well as maintain proper working conditions.
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.**

As there have not been any instances of any significant risks for the FY 2023-24, no corrective action plans have been developed to address significant risks / concerns.

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

<b>Essential Indicators</b>
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**1. Describe the processes for identifying key stakeholder groups of the entity.**

The Company has conducted a thorough identification and mapping process to identify its key stakeholders, both internal and external. The list of these stakeholders is outlined below:

Internal Stakeholders:

- Employees
- Board of Directors

External Stakeholders:

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

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Email, SMS, Meetings, Notices, Website	Quarterly Others – as per requirement	Addressing concerns, feedback, and updates on Company policies, performance, and employee well-being.
Board of Directors	No	Email, Meetings, SMS, Website	Quarterly or such lesser frequency as per requirement. Others – as per requirement	Strategic planning, decision-making, performance review, and governance matters.
Distributors	No	Email, SMS, Meetings	Quarterly	Sales updates, product information, addressing concerns, and gathering feedback.
Suppliers	No	Email, Meetings	Quarterly	Supply chain management, quality control, and addressing concerns or issues.
Vendors	No	Email, Meetings	Quarterly	Managing vendor relationships, discussing contracts, and addressing concerns.
Customers	No	Email, SMS, Advertisement	Annually	Gathering feedback, addressing concerns, product/service updates, and loyalty programs.
Communities	Yes	Community Meetings, Website, Notice Board	Quarterly	Engaging with the local community, addressing concerns, discussing social responsibility initiatives, and gathering feedback.
Investors	No	Email, Physical Notices, Newspaper advertisements, Meetings, Website	Quarterly or as per statutory requirement.	Financial performance updates, shareholder meetings, and addressing investor queries.

**Leadership Indicators**

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

Yes, stakeholder consultation plays a crucial role in identifying and managing environmental and social topics at Jai Corp. The Company policies relating to the environment and social aspects are formulated through ongoing interactions with various stakeholders. These collaborative engagements ensure that the Company’s policies are aligned with the needs and expectations of all relevant parties involved.

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

The Company actively seeks to engage with disadvantaged, vulnerable, and marginalized stakeholders on a regular basis. The Company actively contributes to the socio-economic development of communities both surrounding its premises and at the location of its main Units at Dadra and Nagar Haveli and Daman and Diu.

The Company's primary focus is on uplifting underprivileged and marginalized sections, providing them with opportunities to improve their circumstances and achieve parity with others. The Company has established robust processes for stakeholder consultation, ensuring that economic, environmental, and social topics are thoroughly discussed and considered. If consultation is delegated, the Company ensures that feedback from these consultations is effectively communicated to the Board.

The Company engages directly with stakeholders and collaborate with CSR project implementation partners to assess their expectations and gather feedback on the impact and success of its CSR projects. The Company regularly reviews the potential for scaling up initiatives and explore further avenues for engagement and support.

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

**Essential Indicators**

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	65	65	100%	103	103	100%
Other than permanent	0	0	0	0	0	0
<b>Total employees</b>	<b>65</b>	<b>65</b>	<b>100%</b>	<b>103</b>	<b>103</b>	<b>100%</b>
<b>Workers</b>						
Permanent	1378	1378	100%	1697	1697	100%
Other than permanent	0	0	0	0	0	0
<b>Total workers</b>	<b>1378</b>	<b>1378</b>	<b>100%</b>	<b>1697</b>	<b>1697</b>	<b>100%</b>

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	<b>65</b>	<b>0</b>	<b>0</b>	<b>65</b>	<b>100%</b>	<b>103</b>	<b>0</b>	<b>0</b>	<b>103</b>	<b>100%</b>
Male	64	0	0	64	100%	101	0	0	101	100%
Female	1	0	0	1	100%	2	0	0	2	100%
<b>Other than permanent</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Workers</b>										
<b>Permanent</b>	<b>1378</b>	<b>0</b>	<b>0</b>	<b>1378</b>	<b>100%</b>	<b>1353</b>	<b>0</b>	<b>0</b>	<b>1353</b>	<b>100%</b>
Male	1378	0	0	1378	100%	1353	0	0	1353	100%
Female	0	0	0	0	0	0	0	0	0	0
<b>Other than permanent</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	1	77,93,400	-	-
Key Managerial Personnel (KMP)	2	34,07,256	-	-
Employees other than BoD and KMP	63	10,46,400	1	2,84,400
Workers	1378	2,30,970	-	-

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	0.63%	0.64%

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

Yes, the Human Resources department head holds the responsibility of addressing human rights impacts within the Company.

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

The Company has established comprehensive policies that rigorously govern human rights both within the organization and throughout the supply chain. The Company prioritizes the well-being and dignity of all individuals involved in all its operations.

To ensure effective implementation of these policies, the Company provides regular training programs to its employees. These training sessions serve to raise awareness about human rights issues and equip employees with the knowledge and tools necessary to identify and address any potential violations. Moreover, the Company actively communicates the grievance mechanisms available to employees, ensuring they have a clear channel to voice concerns and seek resolution.

By fostering a culture of respect and accountability, the Company strives to uphold and promote human rights at all levels and supply chain. The Company recognizes the importance of continuous improvement in this area and remain committed to evolving its policies and practices to meet the highest standards.

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

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

The Company has not received any complaints related to the topics covered under this question for the FY 2023-24 and 2022-23.



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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The Company has implemented strong measures to protect individuals reporting discrimination and harassment. Confidential reporting channels have been established, allowing employees to report incidents without fear of retaliation. These channels ensure privacy and confidentiality while seeking assistance and support. Retaliation against individuals who file complaints or participate in investigations is strictly prohibited.

All complaints are promptly and thoroughly investigated in a fair, impartial, and objective manner, respecting the rights of both the complainant and the accused. If discrimination or harassment is substantiated, appropriate disciplinary action is taken, which may include counseling, training, suspension, or termination, in accordance with company policies and applicable laws.

The Human Resources department serves as the point of contact for registering complaints related to discrimination and harassment. The Company maintains a zero-tolerance policy for such cases, and the identity of complainants is treated with utmost confidentiality. Regular social reviews are conducted to address and improve these aspects within the organization, demonstrating an ongoing commitment to a safe and respectful work environment.

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

While the Company doesn't have specific human rights rules in its contracts, it values human rights and includes them in its business practices. It makes sure to do business in a way that respects human rights, both in its own operations and its supply chain. By stressing good human rights practices, the Company ensures its employees, suppliers, and partners understand the importance of respecting human rights. This includes fair labor, no discrimination, safe workplaces, and ethical sourcing. The Company aims for an inclusive, diverse work environment that's free from exploitation or violations of human rights.

**10. Assessments of the year**

Aspects	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual harassment	100%
Forced labor	No assessments of this nature have been conducted during this reporting year. However, the Company has plans to implement such assessments in the upcoming years. The progress and status of these assessments will be communicated and updated in the subsequent Business Responsibility and Sustainability Reports (BRSRs).
Child labor	
Discrimination at workplace	
Wages	
Others – please specify	

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

No significant risks or concerns were identified in the assessments conducted for FY 2023-24 and therefore, no corrective actions have been taken. However, as a responsible Company, Jai Corp prioritizes continuous monitoring and capacity-building initiatives for both internal and external stakeholders in relevant areas.

**Leadership Indicators**

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

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

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

The Company has not conducted any Human Rights due diligence exercise for the financial year 2023-24. However, the Company is committed towards adherence of Human Rights principles and shall conduct the due diligence exercise in the coming years.

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

Yes, the Company has taken important steps to make sure everyone can access their facilities and services, especially people with disabilities. The Company is committed to making the spaces and services inclusive for everyone.

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

Human rights	% of value chain partners (by value of business done with such partners) that were assessed
Child Labour	The Company did not carry out any value chain partner assessments in the financial year 2023-24
Forced Labour/Involuntary Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

As there have been no assessments conducted for value chain partners, no corrective action plans have been taken.

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

**Essential Indicators**

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

Parameter	Unit	FY 2023-24	FY 2022-23
<b>From renewable sources (in gigajoules)</b>			
Total electricity consumption (A)	GJ	7,998.17	7,894.22
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C)	GJ	-	-
<b>Total energy consumption from renewable sources (A+B+C) (GJ)</b>	<b>GJ</b>	<b>7,998.17</b>	<b>7,894.22</b>
<b>From non - renewable sources (in gigajoules)</b>			
Total electricity consumption (D)	GJ	1,09,576.51	1,18,616.65
Total fuel consumption (E)	GJ	417.53	404.16
Energy consumption through other sources (F)	GJ	-	-
<b>Total energy consumption from non - renewable sources (D+E+F) (GJ)</b>	<b>GJ</b>	<b>1,09,994.04</b>	<b>1,19,020.81</b>
<b>Total energy consumption (A+B+C+D+E+F) (GJ)</b>	<b>GJ</b>	<b>1,17,992.21</b>	<b>1,26,915.03</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumption in GJ/ turnover in ₹ in Crores)	<b>GJ/Lakh INR</b>	<b>2.58 GJ/Lakh INR</b>	<b>2.15 GJ/Lakh INR</b>

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	<b>GJ/ Revenue from operations adjusted for PPP</b>	<b>0.1151 GJ/ Lakh INR adjusted for PPP</b>	<b>0.0969 GJ/ Lakh INR adjusted for PPP</b>
<b>Energy intensity in terms of physical output</b>			
Energy intensity (optional) – the relevant metric may be selected by the entity		-	-

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

The Company is dedicated to minimizing energy consumption through various initiatives. By continuously optimizing operating and processing activities and upgrading plant equipment, the Company aims to enhance energy efficiency and reduce its overall energy footprint.

Through ongoing evaluation and improvement of operational processes, the Company identifies opportunities to reduce energy consumption. This includes implementing energy-efficient technologies and sustainable operating methods across its facilities. Additionally, investments in upgrading plant equipment leverage advanced technologies to promote energy conservation.

These proactive measures highlight the Company's commitment to responsible energy management and environmental stewardship. By minimizing energy consumption, the Company achieves cost savings and reduces its environmental impact, contributing to a more sustainable future.

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

Not applicable. The Company is not covered under the purview of the PAT Scheme.

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

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>			
(i) Surface water	KL	-	-
(ii) Groundwater	KL	52688	52099
(iii) Third party water	KL	-	-
(iv) Seawater / desalinated water	KL	-	-
(v) others	KL	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	KL	52688	52099
<b>Total volume of water consumption (in kilolitres)</b>	KL	52688	52099
<b>Water intensity per Lakh rupee of turnover</b> (Water consumed / turnover)	KL/Lakh INR	1.15 KL/Lakh INR	0.88 KL/Lakh INR
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	KL/Revenue from operations adjusted for PPP	0.0514 KL/ Lakh INR adjusted for PPP	0.039 KL/ Lakh INR adjusted for PPP
<b>Water intensity in terms of physical output</b>			
<b>Water intensity (optional)– the relevant metric may be selected by the entity</b>		-	-

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

4. Provide the following details related to water discharged:

	Parameter	Unit	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>				
(i)	Surface water	KL	-	-
	No treatment	KL	-	-
	With treatment – please specify the level of treatment	KL	-	-
(ii)	Ground water	KL	-	-
	No treatment	KL	-	-
	With treatment – please specify the level of treatment	KL	-	-
(iii)	Sea water	KL	-	-
	No treatment	KL	-	-
	With treatment – please specify the level of treatment	KL	-	-
(iv)	Sent to third parties	KL	-	-
	No treatment	KL	-	-
	With treatment – please specify the level of treatment	KL	-	-
(v)	Others	KL	-	-
	No treatment	KL	-	-
	With treatment – please specify the level of treatment	KL	-	-
	<b>Total water discharged (in kilolitres)</b>	<b>KL</b>	<b>0</b>	<b>0</b>

**Note:** The Company is recycling the water and using it back for operational purposes. No water is being discharged in the environment. The Company's operations are not water entrice and require less water consumption.

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

No, the Company has not implemented a mechanism for Zero Liquid Discharge.

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

The Company is currently working on establishing systems to track and record this data, which will be made available in the following years.

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

Parameter	Unit	FY 23-24	FY 22-23
Scope 1	Metric tons of CO <sub>2</sub> equivalent	29.09	28.58
Scope 2	Metric tons of CO <sub>2</sub> equivalent	20,907.43	23,394.00
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	<b>Metric tons of CO<sub>2</sub> equivalent /Lakh (INR)</b>	<b>0.46 MT/Lakh INR</b>	<b>0.40 MT/Lakh INR</b>
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b>	<b>Metric tons of CO<sub>2</sub> equivalent /Lakh (INR) adjusted for PPP</b>	<b>0.0204 MT/Lakh INR adjusted for PPP</b>	<b>0.0180 MT/Lakh INR adjusted for PPP</b>
(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)			
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

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

No, the Company currently does not have any specific project initiated to reduce the Greenhouse Gas emissions. However, the Company has strongly adopted the ESG agenda and concerted efforts are being taken to track and monitor GHG emissions.

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

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tons)</b>		
Plastic waste (A)	3825.24	3843.05
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H).	-	0.50
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>3825.24</b>	<b>3843.55</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	<b>0.0835 MT/Lakh INR</b>	<b>0.065 MT/Lakh INR</b>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	<b>0.0037 MT/Lakh INR adjusted for PPP</b>	<b>0.0029 MT/Lakh INR adjusted for PPP</b>
Waste intensity in terms of physical output		
<b>Waste intensity (optional) – the relevant metric may be selected by the entity</b>	-	-

**For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)**

Category	FY 2023-24	FY 2022-23
(i) Recycled	3825.24	3843.05
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>3825.24</b>	<b>3843.05</b>

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

Category of waste	FY 2023-24	FY 2022-23
(i) Incineration:	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	0.50
<b>Total</b>	<b>00</b>	<b>0.50</b>

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

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

The plastic processing units operated by the Company are environmentally conscious and adhere to strict pollution control measures. These units do not generate any emissions or effluents that could harm the environment. As a result, the Pollution Control Committee of Daman & Diu and Dadra & Nagar Haveli has classified these units under the green category.

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

The Company does not have any offices or operational site in any of the ecologically sensitive areas.

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

The Company has not carried out any environmental impact assessment in current FY 2023-24.

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

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

**Leadership Indicators**

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

Since none of the Company’s facilities or manufacturing locations are situated in areas facing water stress, the disclosure requirement related to water stress is not applicable.

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

The Company is currently not tracking the Scope 3 emissions for the reporting period; however, the Company is actively engaged in the development of systems to track and record the relevant data, with the aim of making it available in the upcoming years.

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

Currently none of the locations (including factories and offices) of the Company fall in/around ecologically sensitive areas.

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Solar energy plant	Installed and commissioned a solar energy generation plant of 1800 KW	Reducing dependence on outside power supply.

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

Yes, the Company has a comprehensive business continuity and disaster management plan in place. The Company has implemented a rigorous and proactive risk management mechanism to safeguard its operations. Within its risk management policy, the Company explicitly outlines a range of effective measures aimed at minimizing and addressing potential risks.

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

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

The Company actively promotes environmental responsibility throughout its value chain by encouraging its partners to adopt and integrate Environment Management Systems (EMS). This proactive approach fosters a culture of sustainability and underscores the Company's commitment to environmental stewardship.

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

The Company has not undertaken any environmental impact assessment of value chain partners in FY 2023-24.

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

**Essential Indicators**

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

The Company has four noteworthy affiliations with trade and industry chambers/associations, strengthening its standing within the business community.Chambers.

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

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

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

The Company has maintained a strong track record of compliance with regulatory authorities, as there have been no orders received regarding allegations of anti-competitive conduct.

**Leadership Indicators**

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

The Company does not currently advocate for any public policy positions. The Company has a Code of Conduct Policy to ensure that the highest standards of business conduct are followed while engaging with Trade associations/Industry bodies.

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

**Essential Indicators**

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

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

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

The Company does not have any ongoing Rehabilitation and Resettlement (R&R) for FY 2023-24.

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

The Company has established multiple channels to facilitate the formal registration and resolution of grievances from the community. These channels include:

- **In Person Contact:** Community members can directly visit the Company office to discuss their grievances. The Company has designated personnel available to listen to their concerns, provide guidance, and initiate the grievance redressal process.
- **Mobile Contact:** The Company understands the importance of mobile communication in today's world. Therefore, community members can reach the Company by dialing the dedicated contact number, +91-7600025350 for providing information and necessary assistance.
- **Email Correspondence:** For a convenient and efficient mode of communication, community members can also email at [rahul.csr@jaicorpindia.com](mailto:rahul.csr@jaicorpindia.com). This email address is specifically dedicated to receiving and addressing grievances. The engagement team actively monitors emails to ensure timely responses and appropriate follow-up actions.

Furthermore, the Company adheres to a structured grievance redressal process, which includes clear escalation procedures and ensures resolution at various hierarchical levels. Additionally, the Company has formulated a comprehensive grievance redressal policy to formalize these procedures and reinforce the Company's commitment to addressing community concerns promptly and effectively.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	2%	2%
Sourced directly from India	100%	100%

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

Location	FY 2023-24	FY 2022-23
Rural	94.03%	88.84%
Semi-urban	3.34%	8.17%
Urban	-	-
Metropolitan	2.63%	2.98%

**Leadership Indicators**

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

Not Applicable.

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

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

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

No, the Company does not have a preferential procurement policy in place.

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

Not Applicable

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

Not Applicable

**4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:**

The Company does not derive any benefits from intellectual properties owned or acquired based on traditional knowledge.



**5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

Not Applicable.

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

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

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Of beneficiaries from vulnerable and marginalized groups
1.	Education Promotion Program	436 Students	100%
2.	Skill Enhancement Program- HMV Training	41 Persons	100%
3.	Safe Drinking Water	52000 Villager and School Going students of D &NH	100%
4.	Rural Development	3500	100%
5.	Health Promotion Program	342 Patients	100%

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

**Essential Indicators**

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

Consumer satisfaction is the Company's utmost priority, and it has implemented a robust grievance mechanism to address any concerns promptly and effectively. The Company's transparent and accountable process ensures that the consumers receive timely resolutions to their grievances. The Company understands the importance of building long-term relationships, and its seamless and hassle-free mechanism reflects the Company's commitment to consumer satisfaction.

**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	-
Safe and responsible usage	-
Recycling and/or Safe Disposal	100%

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

	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	Nil	0	0	Nil
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Others	0	0		0	0	

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

Aspect	Number	Reason for Recall
Voluntary recall /Mock recall	0	NA
Forced recall	0	NA

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

Yes, the Company has a comprehensive framework and policy in place to address cyber security and risks related to data privacy. The cybersecurity policy outlines the guidelines and procedures for protecting the Company’s information systems, networks, and data from unauthorized access, breaches, and other cyber threats.

Link: <http://www.jaicorpindia.com/investor/policies.html>

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

There has been no such instance which has occurred during the FY 2023-24.

7. Provide the following information relating to data breaches:

- a. **Number of instances of data breaches** - There have been no instances of data breaches in the FY 2023-24.
- b. **Percentage of data breaches involving personally identifiable information of customers** - Not Applicable
- c. **Impact, if any, of the data breaches** - As there have not been any instances of data breaches, this question is not applicable.

**Leadership Indicators**

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

Yes, the Company offers dedicated platforms and channels for accessing information about its products and services. This information can be found on the Company’s website: <http://www.jaicorpindia.com>. The website provides comprehensive details about the Company’s products and services.

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

Since the products and services offered by the Company do not fall under the category of essential services, the specific disclosure requirement mentioned is not applicable.

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

Not Applicable considering the nature of business.

4. Did your entity carry out any survey about consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/ No). Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

The Company displays all relevant information mandated as per local laws regarding the product.

No. The Company did not carry out any survey regarding consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole for the FY 2023-24.