



Jamna Auto Industries Ltd.

September 05, 2026

To,
BSE Limited
Phiroze Jeejeebhoy Towers, Dalal Street,
Mumbai- 400001 Maharashtra

BSE Code: 520051

To,
National Stock Exchange of India Limited
Exchange Plaza, Plot no. C/1, G Block,
Bandra-Kurla Complex, Bandra (E)
Mumbai - 400051, Maharashtra
NSE Code: JAMNAAUTO

Sub: Business Responsibility and Sustainability Report for the Financial Year 2025-26

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, we are enclosing herewith the Business Responsibility and Sustainability Report for the financial year 2025-26, which also forms part of Annual Report for the Financial Year 2025-26.

Kindly take the above information on records.

Thanking you,
Yours faithfully,

For Jamna Auto Industries Limited

PRAVEEN
LAKHERA

Digitally signed by PRAVEEN
LAKHERA
Date: 2026.09.05 13:25:58 +05'30'

Praveen Lakhera
Company Secretary & Head-Legal
M.No. A12507

Branch Off: Unit No. 408, 4th Floor, Tower-B, Vatika Mindscapes, Sector-27D, NH2, Faridabad-121003(HR.) Tel. 0129-4006885

Regd Office: Jai Spring Road, Yamuna Nagar (Haryana)-135001, India | Tel: +91-1732-251810

Website: www.jaispring.com | E-mail: investor.relations@jaispring.com | CIN: L35911HR1965PLC004485

YAMUNA NAGAR | MALANPUR | CHENNAI | JAMSHEDPUR | PANTNAGAR | HOSUR | PUNE

Annexure-6

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details

1	Corporate Identity Number (CIN) of the Listed Entity	L35911HR1965PLC004485
2	Name of the Listed Entity	Jamna Auto Industries Limited
3	Year of incorporation	30-09-1965
4	Registered office address	Jai Springs Road, Industrial Area, Yamuna Nagar, Haryana-135001
5	Corporate address	Unit No.408, 4th Floor, Tower B, Vatika Mindscapes, Sector - 27 D, NH-2, Faridabad, - 121003, Haryana
6	E-mail	investor.relations@jaispring.com
7	Telephone	0129-4006885
8	Website	www.jaispring.com
9	Financial Year	01-04-2025 to 31-03-2026
10	Name of the Stock Exchange(s) where shares are listed	The National Stock exchange of India Limited (NSE) and BSE Limited (BSE)
11	Paid-up Capital	Rs. 39,95,72,485
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	
	Name Of Contact Person	Mr. Praveen Lakhera
	Contact Number Of Contact Person	0129-4006885
	Email Of Contact Person	praveen@jaispring.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14	Name of assurance provider	Not applicable
15	Type of assurance obtained	Not applicable

II. Products/services

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

S. No.	Description of main activity	Description of business activity	% of turnover
1	Manufacturing	The Company is in the business of manufacturing, distribution and trading of automotive suspension and its allied parts which includes (i) Parabolic and Tapered Leaf spring, (ii) Lift Axle, (iii) Air Suspension, Stabilizer Bars, Bushes and (iv) allied products	100

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture, distribution, sale and trading of automotive parts and accessories for commercial vehicles (CVs).	29301	100

III. Operations

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

Location	Number of plants	Number of offices	Total
National	8	3	11
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	28 states 08 union territories
International (No. of Countries)	17

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

2.10%

c. A brief on types of customers

The Company has following types of customers:

1. Original Equipment Manufacturers (OEMs)
2. Domestic After Market
3. Export

The Company has a nationwide presence through network of manufacturing plants strategically located in close proximity to OEMs, strong aftermarket infrastructure of 350+ distributors, 20,000+ retailers, and 25,000+ mechanics, training centers, experience center (JAI Shoppee) and sizable sales force. This integrated network enables the Company to effectively serve customers across the country. On the global front, the Company exports its products to 17 countries.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	643	619	92.39	24	3.58
2.	Other than Permanent (E)	27	17	2.54	10	1.49
3.	Total employees (D + E)	670	636	94.96	34	5.07
WORKERS						
4.	Permanent (F)	464	434	13.78	30	0.95
5.	Other than Permanent (G)	2,685	2,508	79.64	177	5.62
6.	Total workers (F + G)	3,149	2,942	93.43	207	6.57

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	5	5	100	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	5	5	100	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	2	2	100	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	2	2	100	0	0

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.66
Key Management Personnel	3*	Nil	0

*Key Managerial Personnel covers Mr. PS Jauhar, MD & CEO.

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

Particulars	FY 2025-26 (Turnover rate in current FY) [values in %]			FY 2024-25 (Turnover rate in current FY) [values in %]			FY 2023-24 (Turnover rate in current FY) [values in %]		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	2.83	9.38	12.21	12.13	0	12.13	0	0.34	0.34
Permanent Workers	4.71	8.89	13.6	4.39	0	4.39	0	0	0

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

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Jai Suspensions Limited	Subsidiary	100	No
2	Jai Automotive Components Limited	Subsidiary	100	No
3	Jai Suspension Systems Pvt. Ltd.	Subsidiary	99.9985	No

VI. CSR Details

24. CSR Details

Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
Turnover (Rs. in crores)	2538.52
Net worth (Rs. in crores)	1227.94

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If Yes, then provide web-link for grievance redress policy	FY 2025-26			FY 2024-25			If NA, then provide the reason
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	
Communities	Yes		0	0	NA	0	0	NA	
Investors (other than shareholders)	Yes		0	0	NA	0	0	NA	
Shareholders	Yes	https://www.jaispring.com/esg-related-policies.html	14	0	The shareholders complaints are amicably resolved.	14	0	The shareholders complaints are amicably resolved.	
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	

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Leadership and Governance	O	The Board demonstrates a high level of engagement in strategic decision-making, risk oversight, and regulatory compliance. Director's collective expertise, diverse industry experience enable the Company to uphold the highest standards of corporate governance. This strengthens internal controls, enhances transparency, and supports sustainable long-term growth, thereby positioning leadership and governance as an opportunity rather than a risk.	Not Applicable	There is positive financial implication from leadership and governance.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	ESG	O	The Organization is well-prepared to address ESG exposure arising from evolving regulatory, environmental, and social expectations. Proactive integration of ESG principles enables the Company to leverage the following opportunities. - Adoption of sustainable practices leads to energy conservation, reduction in waste, and overall cost optimization. - Enhanced Brand Value & Reputation. - Ensuring a safe, healthy, and ergonomic workplace that helps reduce injuries and fatigue while improving productivity, employee well-being, and overall organizational performance.	Not Applicable	There is positive financial implication from ESG.
3	Plastics	R	Plastic poses a significant environmental hazard, and the Company primarily uses plastic for packaging purposes. Additionally, increasing government regulations on its use and disposal further elevate regulatory and operational risks for organizations using plastics.	The Company endeavors to minimize use of plastic through use of alternate material. Also, the Company is EPR compliant and the plastic waste is handled/disposed in accordance with the applicable regulations.	There is negative implication from plastics.
4	Waste	R	Waste generated during operations serves as an indicator of resource efficiency and process effectiveness. Inadequate management may result in regulatory, environmental, and cost-related risks. At the same time, structured waste reduction, recycling, and reuse initiatives present opportunities to enhance operational efficiency, reduce environmental impact, and strengthen the Company's ESG performance.	Our plants regularly- monitor and map the different types of wastes generated. - Exploring possibilities for recycling and reusing the waste generated. - Ensure waste generated is disposed of in an appropriate and lawful manner. - Increasing the percentage of waste diversion from landfill.	There is negative implication from waste.
5	Wastewater	R	Wastewater generation is an inherent aspect of manufacturing operations, arising from processes such as surface treatment, washing, cooling, and other industrial activities. Untreated or inadequately treated wastewater discharge can result in significant environmental harm. Efficient water management, conservation, and wastewater treatment enable the Company to ensure regulatory compliance while strengthening its environmental stewardship.	Effluent treatment plants and Sewerage treatment plants are installed at plants for treatment of wastewater and domestic sewerage. Effluent Treatment Plants at 3 of our units have ZLD system.	There is negative implication from wastewater.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Employee health, safety and well being	O	Health and safety pose significant risks for the company. Failure to ensure a safe working environment can lead to accidents, injuries, and potential harm to employees ultimately leading to disruption in operations. Non-compliance with health and safety regulations can lead to penalties, reputational damage, and workforce dissatisfaction.	The Company's plants are ISO 45001:2018 Certified to ensure the implementation of Occupational Health and Safety (OHS) Management system. Effective workplace design and ergonomic practices enhance employee well-being and improve operational efficiency.	There is positive financial implication from Employee health, safety and wellbeing.
7	Information technology & Cyber Security	O/R	The Company's increasing reliance on digital systems and data-driven processes exposes it to evolving cybersecurity threats and technology-related disruptions. At the same time, adoption of advanced technologies, including automation and analytics, enhances operational efficiency, decision-making, and overall productivity.	The Company has established a comprehensive framework and policies to mitigate cyber risks and threats to ensures timely response to any such incidents. Implementation of regular, automated data backup mechanisms with secure offsite/cloud storage to ensure data availability and recovery. Deployment of firewalls, antivirus systems, intrusion detection/prevention systems, and periodic vulnerability assessments.	There is both positive and negative financial implication from IT & cyber security.
8	Regulatory Environment	R	Timely and correct adherence to the statutory/regulatory compliances, reduces risk of fines and penalties.	We ensures timely completion of all compliances under rules and regulations applicable to the company.	Positive Implication
9	CSR	O	As part of its commitment to responsible business practices, the Company undertakes initiatives aimed at fostering social well-being and environmental sustainability. The CSR framework guides the effective planning, implementation, and monitoring of these initiatives.	The Company's CSR approach is centered on enabling positive changes by supporting initiatives that promote education, awareness, and empowerment, particularly for marginalized sections of the community.	Positive Implication

SECTION B: Management and Process Disclosures

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

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect and make efforts to restore the environment
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management process										
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	Company has policies for covering respective principles duly approved by the Board or CSR & ESG Committee. There are following policies as under: 1. ESG Policy 2. Code of Conduct & Ethics 3. EHS Policy 4. Equal Opportunity Policy for Person with Disability 5. Gender Parity in Recruitment Policy 6. Grievance Redressal Policy 7. Human Rights Working Condition 8. Air Quality Management Policy 9. Food Waste Management Policy 10. Zero Liquid Discharge Policy 11. Fire Protection Policy 12. Code of Conduct for Suppliers and Vendors 13. Emergency Preparedness Policy 14. Chemical Management Policy 15. Waste Management Policy 16. Risk Management Policy 17. CSR Policy 18. Whistle Blower Mechanism 19. Sexual Harassment Policy 20. Policy on Related Party Transaction 21. Code of Conduct for Insider Trading & Fair Disclosure All these policies are available at https://www.jaispring.com/esg-policies.html.								

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Policy and management process									
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	N	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Policies No. 1, 2, 6, 7, 11,12 and 14 are applicable to our value chain partners.								
4	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	- IATF 16949 First Edition 2016-10-01: Quality Management System - ISO 14001:2015: Environmental Management System - ISO 45001:2018: Occupational Health & Safety Management System. - TPM excellence award from JITPI, Japan Institute of TPI: - Jamshedpur Plant (Year 2018) - Malanpur Plant (Year 2017) - Yamuna Nagar Plant (Year 2017) - Chennai Plant (Year 2025)								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Yes, the Company has specific ESG commitments with measurable Key Performance Indicators (KPIs) on sustainability, governance, and social impact, which are disclosed on our website at https://www.jaispring.com/esg-kpi-rating.html								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company has initiated structured measures to achieve its ESG commitments and targets. Progress is being closely monitored and evaluated by the Management under the guidance of CSR & ESG Committee. Following are the major highlights on Company's progress on its ESG targets. - CO₂ intensity per unit of production is decreased from 0.42/MT in FY 2024-25 to 0.37/MT in FY 2025-26. - Share of renewable energy in total energy consumed increased significantly from 12% in FY 2024-25 to 28% in FY 2025-26. - Water consumption intensity per unit of production is decreased from 0.88/MT in FY 2024-25 to 0.86/MT in FY 2025-26. - The Company continues to focus on plastic and waste reduction at source and is strengthening efforts in improving resource efficiency.								

Governance, Leadership & Oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements
- At Jamna Auto Industries Limited, sustainability and responsible business practices remain integral to our long-term growth strategy. During FY 2026, the Company continued to address key ESG priorities relating to carbon emissions, renewable energy transition, waste and wastewater management, plastic reduction, occupational health & safety, cybersecurity, and sustainable supply chain practices. The Company also strengthened employee well-being, workplace safety, and stakeholder engagement through training, awareness programs, and community development initiatives.

During the FY 2026, the Company achieved measurable progress against its ESG targets, including:

- Reduction in CO₂ emission intensity from 0.42/MT to 0.37/MT.
- Increase in renewable energy share from 12% to 28%.
- Improvement in water consumption intensity from 0.88/MT to 0.86/MT.
- Continued focus on waste reduction, recycling, and responsible disposal practices.

SES ESG and Crisil ESG Ratings & Analytics Limited has assigned following rating to Company's ESG initiatives and governance practices for FY 2024-25:

- SES ESG has assigned an ESG score of 64.7 (Medium).
- Crisil ESG Ratings & Analytics Limited has assigned a score of 56 (Adequate).

The Company continues to monitor ESG-related KPIs and sustainability goals through regular reviews by the management and CSR & ESG Committee and remains committed to further improving its ESG performance, disclosures, and ratings through responsible manufacturing practices, enhanced governance standards, and sustainable growth initiatives.

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

CSR & ESG Committee of the Board.

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

Yes, the company has CSR & ESG Committee. The Committee regularly review the progress of company on the sustainability targets.

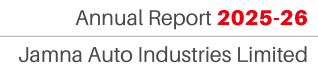
To support the implementation of ESG initiatives, the company has also set up ESG Governance Structure. Following are the key components of Company's ESG Governance Structure:



This structure ensures consistent oversight and alignment of the company's sustainability efforts across different levels of operations.

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)				
	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
	Quarterly									
	The policies are reviewed by the CSR & ESG Committee on periodic intervals, generally at quarterly basis. The Committee reviews the Company's sustainability performance and recommends necessary follow-up actions.									
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with the statutory requirements as applicable.									



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

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Section C: Principle Wise Performance Disclosure

PRINCIPLE 1

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

Essential Indicators

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

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors	4	The Board of Directors & KMP at their meetings along with review of business performance and operations of the Company also review/ discuss Government Policies, Regulatory updates, Risk Management, Cyber security awareness, SEBI Insider trading Regulations, Code of Conduct, whistle blower mechanism, ESG, initiative through CSR.	100
Key Managerial Personnel			100
Employees other than BoD and KMPs & Workers	43	Impact: Good Governance practices and timely compliance. Technical Based Training Programme: Operational Excellence: 5S, Kaizen, Lean Manufacturing, and Poka-Yoke for waste reduction and process efficiency. Quality Management: Six Sigma, 7 QC Tools, and IATF 16949 awareness to ensure defect-free production. IATF Core Tools: APQP, PPAP, FMEA, SPC, and MSA for automotive-grade quality planning and control. Technical Engineering: PLC automation, hydraulics, pneumatics, and maintenance basics for machine uptime. Specialized Processes: E-Coat, Heat Treatment, and troubleshooting skills for specific manufacturing applications. Supply Chain & Logistics: Supplier quality, factory layout optimization, material handling, and storage safety. Workplace Safety: HIRA, MSDS, Machine/Electrical safety, and hazard identification to protect the workforce. Sustainability & ESG: Waste management, energy/water conservation, and CO2 reduction strategies. Production Control: Work instructions, setup time reduction (SMED), and monitoring via vibration dashboards. Compliance & Customer Focus: Meeting Customer Specific Requirements (CSR), customer ratings, and ESG technical standards.	94

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Employees other than BoD and KMPs & Workers		Skills Trainings: Soft Skills & Well-being: Personality development, communication, stress management, and yoga/meditation for holistic employee growth. Emergency Response: First Aid, Firefighting, and mock drills for fire, medical, and general emergency preparedness. Safety & Occupational Health: PPE usage, OHS awareness, and specific safety training for workplace hazards. Workplace Ethics & Culture: POSH awareness, Code of Conduct, and grievance redressal systems to maintain a professional environment. Legal & Statutory Compliance: Training on Effective handling and resolution of the Industrial Disputes, GST compliance, and general legal framework requirements. ESG & Sustainability: Corporate awareness sessions on ESG policies, sustainability practices, and environmental responsibility. Health Awareness: General health and wellness education, including sessions on HIV awareness and disease prevention. Digital Security: IT and Cyber Security training focused on phishing awareness and data protection. Operational Productivity: ACMA sessions and specialized training dedicated to continuous productivity improvement.	92

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

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

Non-Monetary			
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment/ Punishment	There were no imprisonment or punishment with regulators/ law enforcement agencies/ judicial institutions, in the financial year.		

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 institution agencies/judicial institutions
	Nil

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

Yes. The anti-corruption and anti-bribery forms part of the Company's Code of Conduct & Ethics. The Code strictly prohibits directors, employees, and business partners from engaging in or promoting bribery or corrupt practices, even if adherence to such principles results in loss of business or commercial opportunities to the Company. The Code of Conduct & Ethics is available on the Company's website at <https://www.jaispring.com>.

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

	FY 2025-26	FY 2024-25
Directors	There was no disciplinary action taken by any law enforcement agency for the charges of bribery/ corruption against any Director/KMP/employee/worker during the FY2025-26.	
KMPs		
Employees		
Workers		

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors				Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Nil

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

	FY 2025-26	FY 2024-25
Number of day of accounts payables	38.7	14.30

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 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	22.3%	23.1%
	b. Number of dealers / distributors to whom sales are made	685	952
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	25%	22%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	3.73%	0.2%
	b. Sales (Sales to related parties / Total Sales)	6.31%	5.7%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	99.42%	99.5%
	d. Investments (Investments in related parties / Total Investments made)	100%	98%

* All related party transactions during the year were entered into with the Company's subsidiaries, except for remuneration paid.

Leadership Indicators

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

Sr.no	Total number of awareness programs held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programs
1	54	The Company focuses on key areas related to the 9 Principles of the National Guidelines for Responsible Business Conduct among its value chain partners through three main segments: Safety, Ethics, and Supply Chain Responsibility. Suppliers were made aware of the Company's Code of Conduct for Suppliers and Vendors and their role in the same during meetings.	90% approximately

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. Conflict of interest is addressed as part of the Company's Code of Conduct and Ethics. The Company requires all Directors and employees to act in the best interests of the Company and avoid situations where personal interests may conflict, or appear to conflict, with those of the Company.

Senior Employees are required to annually confirm compliance with the Code through HR processes and must promptly disclose any actual or potential conflict of interest to their departmental head.

Directors are required to disclose any actual or potential conflicts in a timely manner and seek necessary approvals in accordance with applicable laws and internal policies. The Company also obtains annual declarations from the Directors confirming compliance with the Code, including provisions relating to conflict of interest.

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 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	0	0	NA
Capex	0	0	NA

All costs incurred to date have been treated as revenue expenditure and fully expensed in the Profit & Loss account. Going forward, expenditures that meet the criteria for capitalization will be recorded separately as capital expenditure.

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

Yes, the Company has procedures in place for sustainable sourcing. Approximately 90% of the inputs were sourced sustainably.

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

The Company does not reclaim its products, as springs undergo normal wear and tear through constant use and road conditions and are typically scrapped by end users. However, as a process all the wastes are disposed as under:

(a) **Plastics (including packaging)**- The units have engaged authorized plastic waste management agencies for responsible collection and disposing of the plastic waste as per the Plastic Waste Management Rules, 2016.

(b) **E-waste** - The units dispose all e-waste through authorized e-waste recycler as per E-Waste Management Rules, 2022.

(c) **Hazardous waste** - Each type of hazardous waste is disposed in line with the Hazardous and other Wastes (Management & Transboundary Movement) Rules, 2016, through authorized waste management agencies.

(d) **Other waste**- All other wastes are disposed as per applicable laws and/or best practices.

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) for plastic waste is applicable to the Company's operations. The Company has established a waste collection and management mechanism in alignment with the EPR plan submitted to the relevant Pollution Control Boards. The Company remains compliant with the applicable EPR requirements during the reporting year.

Leadership Indicators

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

NIC Code	Name of Product/ Services	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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No, the Company does not conduct Life Cycle Perspective / Assessments (LCA) for any of its products.

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

Name of Product/Service	Description of the risk/concern	Action Taken
Not applicable, since the Company does not conduct Life Cycle Perspective / Assessments (LCA) for any of its products.		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Nil		

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

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						
Other waste						
Nil						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Nil	

PRINCIPLE 3

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	619	619	100	619	100	0	0.00	0	0	0	0
Female	24	24	100	24	100	24	100	0	0	0	0
Total	643	643	100	643	100	24	3.73	0	0	0	0
Other than Permanent employees											
Male	17	0	0.00	0	0.00	0	0.00	0	0	0	0
Female	10	0	0.00	0	0.00	10	100	0	0	0	0
Total	27	0	0.00	0	0.00	10	37.04	0	0	0	0

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	434	434	100	434	100	0	0	0	0	0	0
Female	30	30	100	30	100	30	100	0	0	0	0
Total	464	464	100	464	100	30	6.47	0	0	0	0
Other than Permanent workers											
Male	2,508	0	0	0	0	0	0	0	0	0	0
Female	177	0	0	0	0	177	100	0	0	0	0
Total	2,685	0	0	0	0	177	6.59	0	0	0	0

Other than Permanent workers

Male	The Company is committed to the well-being of its workforce by ensuring the provision of statutory benefits, including maternity benefits and coverage under the Employees' State Insurance Act, 1948/Code on Social Security, 2020. In the unfortunate event of the demise of a worker while in service, financial assistance is provided under the Company's Benevolent Fund Policy. The family of the deceased worker is granted immediate relief of Rs. 25,000 to meet initial expenses, along with a one-time financial assistance of Rs.3 lakhs from the Benevolent Fund.
Female	
Total	

Further, workers covered under the Employees' Provident Fund are also eligible for benefits under the Employees' Deposit Linked Insurance (EDLI) scheme. The claim amount under EDLI ranges from Rs.2.5 lakhs up to a maximum of Rs.7 lakhs, based on the worker's salary. In cases where the EDLI benefit is lower than Rs.7 lakhs, the shortfall is compensated through the Benevolent Fund, thereby ensuring adequate financial support to the bereaved family.

This framework ensures that workers and their families receive necessary financial protection and support during unforeseen circumstances.

The Company ensures compliance with applicable statutory requirements relating to occupational health by conducting half yearly and annual medical examinations for workers. Occupational Health Centers (OHCs) have been established at plant locations in line with statutory norms, equipped with adequate medical infrastructure and qualified medical personnel to provide timely healthcare services and continuous health monitoring.

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

Parameter	FY 2025-26	FY 2024-25
Cost incurred on well- being measures as a % of total revenue of the company	7.29%	7.79%

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI*	100	100	Yes	100	100	Yes
Others - please specify						

Note: ESI applicability as per eligibility criteria, 100% fulfilled.

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 is committed to promote diversity and inclusion, ensuring compliance with the Rights of Persons with Disabilities Act, 2016. In conformance with our Equal Employment Opportunity Policy the premises/offices of the Company are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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. If NA, provide details

Yes, the Company has Equal Opportunity Policy for such persons and the policy is in compliance with provision of Rights of persons with Disability Act, 2016 and Rights of Persons with Disability Rules, 2017 with Disability and the same is available at: <https://www.jaispring.com/> and accessible to employees.

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

	Permanent employees		Permanent workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	The Company does not have policy for parental leave. Benefits under Maternity Benefit Act are granted to Female employees and retention rate is more than 90%.			
Female				
Total				

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

	Yes/No (If Yes, then give details of the mechanism in brief)	Yes/No
Permanent Workers and Employees	The company has a Grievance/Complaint Redressal system to receive and redress grievances of the employees, worker and other internal and external stakeholders. The policy is available on company's website at https://www.jaispring.com/ .	Yes
Other than permanent workers and employees		Yes

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

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	643	-	-	595	-	-
- Male	619	-	-	572	-	-
- Female	24	-	-	23	-	-
Total Permanent Workers	464	-	-	456	-	-
- Male	434	-	-	450	-	-
- Female	30	-	-	6	-	-

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	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)
Employees										
Male	636	568	89.31	351	55.19	604	576	95.36	553	91.56
Female	34	26	76.47	31	91.18	33	20	60.61	18	54.55
Total	670	594	88.66	382	57.01	637	596	93.56	571	89.64
WORKERS										
Male	2942	2912	98.98	1188	40.38	3141	2826	89.97	2207	70.26
Female	207	204	98.55	27	13.04	121	107	88.43	77	63.64
Total	3149	3116	98.95	1215	38.58	3262	2933	89.91	2284	70.02

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	636	546	85.84	604	527	87.25
Female	34	27	79.41	33	20	60.61
Total	670	573	85.52	637	547	85.87
WORKERS						
Male	2942	2474	84.09	3141	2501	79.62
Female	207	134	64.73	121	74	61.16
Total	3,149	2,608	82.82	3262	2575	78.94

10. Health and Safety management system:

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

Yes, the Company's plants are certified under ISO 45001:2018 for Occupational Health and Safety Management Systems, ensuring a structured approach to managing workplace risks. The system covers all employees and workers across operations. The Company regularly conducts health and safety training sessions to promote awareness, encourage identification and reporting of unsafe practices and conditions, and strengthen a culture of safety. These programs ensure comprehensive coverage and reinforce the Company's commitment to providing a safe, healthy, and ergonomically sound work environment.

Plants' Occupational Health and Safety Management Systems are centered on the Company's Environmental, Health and Safety (EHS) Policy, which is available on the Company's website at www.jaispring.com. The policy outlines how operations should be conducted to minimize potential environmental impacts while safeguarding the health and safety of all stakeholders.

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 follows a systematic approach to identify work-related hazards and assess risks on both routine and non-routine activities as part of its ISO 45001:2018 certified Occupational Health and Safety Management System, in compliance with statutory regulations under its Environment, Health and Safety (EHS) framework.

- Hazard identification and risk assessment are carried out through multiple mechanisms, including on-the-job safety training, daily toolbox talks, and work-specific briefings to workers and employees. Safety instructions are prominently displayed on the shop floor across plant locations to enhance awareness.
- The Company undertakes proactive monitoring through regular safety patrolling, risk assessment, workplace and hygiene and safety surveys. Risk assessments are conducted for routine operations as well as for non-routine and high-risk activities.

Inputs such as audit findings, incident investigations, employee feedback, and suggestions are systematically recorded and evaluated. These are integrated into Occupational Health and Safety objectives and management programs to minimize workplace hazards and injuries, ensuring continuous improvement in safety performance.

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

Yes. The Company has established processes that enable workers to report work-related hazards and remove themselves from unsafe situations without fear of reprisal. Employees and workers are encouraged to promptly report any hazards or health concerns through defined reporting channels.

Suggestion forms are made available on the shop floor, allowing workers to submit safety-related inputs through suggestion boxes. Valuable suggestions that lead to improvements are recognized and suitably rewarded, promoting active participation in workplace safety.

In addition, the Company's grievance redressal mechanism provides a structured platform for raising concerns related to health and safety. These processes collectively support a transparent, responsive, and safety-oriented work environment.

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

Yes, the Company provides access to non-occupational medical and healthcare services to its employees and workers. Plants, as mandated under the statutes, are equipped with Occupational Health Centres (OHCs) or dispensaries staffed by qualified doctors and paramedical personnel, offering medical support for both occupational and non-occupational ailments.

The Company has tie-ups with nearby hospitals to ensure timely medical assistance in case of emergencies. Employees and workers are also covered under the Employees' State Insurance (ESI) scheme and medical insurance, based on eligibility, ensuring comprehensive healthcare support.

In addition, regular statutory medical examinations are conducted to monitor occupational health and promote overall employee well-being.

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

Safety Incident/Number	Category (including contract workforce)	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

The Company adopts a structured and proactive approach to mitigate risks related to employee health, safety, and well-being:

- **Hazard Identification and Risk Assessment (HIRA):** Regular identification of workplace hazards across manufacturing processes and implementation of appropriate control measures.
- **Safety Policies and Procedures:** Implementation of comprehensive Occupational Health & Safety (OHS) policies, standard operating procedures (SOPs), and permit-to-work systems.
- **Training and Awareness:** Periodic safety training, mock drills, and awareness programs to ensure employees are equipped to handle operational risks and emergencies.
- **Use of Personal Protective Equipment (PPE):** Mandatory use of appropriate PPE and continuous monitoring of compliance.

- **Incident Reporting and Investigation:** System for reporting, investigating, and preventing recurrence of incidents and near-misses.
- **Occupational Health Measures:** Periodic medical check-ups, ergonomics assessments, and monitoring of exposure to workplace hazards.

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

	FY 2025-26			FY 2024-25		
	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						
Health & Safety			Nil			

14. Assessments for the year:

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

No major risk/concerns was identified during assessment of health & safety practices and working conditions.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

a. Employees (Y/N)

Yes, compensatory package is in place. Financial assistance of Rs.3.25 Lacs by Company and between Rs.2.50 Lacs to Rs.7 Lacs under Employees Deposit Linked Insurance Scheme (EDLI) is given to the legal dependents of the employees in case of death while in service.

b. Workers (Y/N).

Yes, compensatory package is in place. Financial assistance of Rs.3.25 Lacs by Company and between Rs.2.50 lacs to Rs.7 Lacs from EDLI is given to the legal dependents of the worker and other benefits under Employees State Insurance Act, 1948 are given in case of death while in service.

EDLI - In the unfortunate event of an employee's demise, this scheme ensures that their family members receive crucial financial assistance. Through EDLI, dependents receive insurance benefits, providing them with a measure of stability and support during difficult period.

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 monthly checks the compliances and statutory dues of contractors like Provident Fund, Employee State Insurance and payment of wages.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	Nil			
Workers				

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 provides transition assistance programs by appointing them on retainer ship or consulting basis resulting from retirement. However, this practice is not followed for termination cases.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	90% approximately
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.

During the reporting period, no significant risks/ concerns were observed from assessments of selected suppliers with respect to health and safety practices and working conditions.

PRINCIPLE 4

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

Essential Indicators

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

The Company identifies its key stakeholder groups based on the criteria, the material influence they exert on the Company, the extent to which they are impacted by the Company's decisions and outcomes and stakeholders who significantly influence or are influenced by Company's operations, performance, and strategic direction are considered critical to its long-term success. These stakeholders include, but are not limited to, employees, investors, customers, suppliers, community member, Government bodies, etc.

The Company is also committed to being a responsible and preferred neighbour, and accordingly engages with communities in and around its areas of operations. In addition, it extends its outreach to select aspirational districts beyond its immediate vicinity, fostering inclusive and sustainable development through continuous consultation and engagement.

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
Vendors & Suppliers	No	Meetings, emails, Pamphlet, Advertisements, Events and Phone calls	Regular as and when required	Maintaining Relationships, Supply chain management, Grievances handling, maintaining the quality standards, orders and audits.
Employees/ Workers	No	Emails, Notices, Ramco-HR module and Trainings,		Career/ performance discussion, Wellbeing of employees & workers, Training & awareness, Identify and report human rights issues.
Shareholder/ Investor	No	Stock Exchange, Email, Newspaper and Website		Dissemination of information having a bearing on the performance/ operations of the Company, updating Shareholders on various statutory requirements with respect to their shareholding in the Company, addressing shareholders' queries and timely dividend payout to the shareholders.
Customers	No	Meetings, Emails for OEM customer Meetings, Emails, Pamphlet and Advertisements for AMI customer including Mechanics.		Sale strategies and understanding Customers requirements, Grievances handling and maintaining the quality standards.
Communities & NGOs	Yes	Community Meetings		Environment Conservation, supporting sports through sponsorships, facility upgrades, and event sponsorships, promoting skills training and education, and community outreach.
Government Bodies	No	Notices, emails, meetings, Regulatory audits and inspections.		Regulatory compliances and requirements of both State & Central Government.

Leadership Indicators

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

Engagement with stakeholders on economic, environmental, and social topics is undertaken by the respective functional teams in consultation with the leadership team, following an open communication and collaborative problem-solving approach. Where required, structured consultations are carried out with key stakeholders to understand their expectations, concerns, and feedback. This ensures that stakeholder perspectives are appropriately considered in strategic decision-making.

In addition, the CSR team on central level and plant HR at respective plants are actively engages with and support local communities in the vicinity of the Company's operations, ensuring that community feedback and social impact considerations are also communicated to the CSR & ESG Committee.

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

Yes, the Company recognizes that effective stakeholder engagement is critical to achieving its sustainability goal of inclusive growth. Stakeholder consultation is integral to building long-term, value-driven relationships. The Company actively identifies and understands the needs and priorities of its stakeholders through direct and indirect engagements, as well as through delegated committees and specialized teams. Inputs received from stakeholders are systematically evaluated and incorporated into the Company's operational practices. These insights help the Company refine its sustainability strategy and ensure alignment with stakeholder expectations.

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

The Company actively engages with vulnerable and marginalized stakeholder groups through its structured Corporate Social Responsibility (CSR) initiatives. These programs are designed to go beyond philanthropic contributions and focus on sustainable community development, institution-building, and long-term impact creation. The Company's CSR Policy provides a strategic framework to address key social, environmental, and economic concerns of such groups. The focus areas include water conservation, health and hygiene, skill development, livelihood generation, social advancement, gender equality, women empowerment, environmental sustainability, and rural development.

Some of the key initiatives undertaken during the year include:

1. After the sudden demise of her husband, Ms. Rupawali Kumari, a mother of a 4-year-old baby girl, was advised to learn computer to join a government job in place of her husband. She got enroll in Jamna Skill Development Center, New Delhi to learn basic computer course. Her hard work and dedication paid her well and she secured the required job and supporting her family with dignity and pride. Her journey is a true example of courage and resilience.
2. Ms. Sakshi Prajapati, daughter of a vegetable seller, enrolled in Basic Computer Course in Jamna Skill Development Center to improve her skills and support her family. With her dedication and consistent effort, she gained strong computer knowledge and confidence. After completing her course successfully, she is assisting a Chartered Accountant firm and earning around Rs. 15,000 per month and handling her responsibilities efficiently.
3. Ms. Savita successfully completed her basic sewing course and now working in a company earning around Rs. 12,000 per month. She is also working in home and earning an additional Rs. 3,000 monthly. Rs. 15,000 has a big support to enhance her family income.
4. Ms. Pahlavi completed her advance sewing course in Jamna Sewing Training Center, Kishangarh, New Delhi. After completing her course, she had to returned to her village at Patna, Bihar due to some family issue where she started her own boutique. She now undertakes stitching work and sells tailoring materials, earning approximately Rs. 15,000 to Rs. 18,000 per month and supporting her family income with a great pride.
5. Ms. Sapna Kashyap, from a remote village in Yamuna Nagar, completed her higher education including B.Ed. after marriage. Due to family restrictions, she could not work initially. However, when her husband lost his job, she convinced her in-laws to allow her to take up a job. She contacted Company's CSR team for some help. Being professionally qualified, she was appointed as Guest Teacher in her village Govt. School, she is now ensuring a better up-bringing of her two children.
6. Ms. Atari, belongs to a BPL family, joined "School of Employability" a CSR project of Jamna Auto Industries Limited and completed her Advance Excel course. She is now working in a company, earning around Rs.2.26 lakhs per year. Her professional journey is a powerful example of how the right skills and opportunity can transform a youth's life.

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 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	643	299	46.50	595	524	88.07
Other than permanent	27	9	33.33	42	22	52.38
Total Employees	670	308	45.97	637	546	85.71
Workers						
Permanent	464	286	61.64	456	314	68.86
Other than permanent	2,685	656	24.43	2,806	1821	64.90
Total Workers	3,149	942	29.91	3,262	2135	65.45

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	643	0	0	643	100	595	0	0	595	100
Male	619	0	0	619	100	572	0	0	572	100
Female	24	0	0	24	100	23	0	0	23	100
Other than permanent	27	0	0	27	100	42	0	0	42	100
Male	17	0	0	17	100	32	0	0	32	100
Female	10	0	0	10	100	10	0	0	10	100
Workers										
Permanent	464	0	0	464	100	456	2	0.44	454	99.56
Male	434	0	0	434	100	450	1	0.22	449	99.78
Female	30	0	0	30	100	6	1	16.67	5	83.33
Other than permanent	2,685	270	10.06	2,422	89.97	2,806	726	25.87	2,080	74.13
Male	2,508	204	8.13	2,304	91.87	2,691	688	25.57	2,003	74.43
Female	177	59	33.33	118	66.67	115	38	33.04	77	66.96

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (Rs./per annum)	Number	Median remuneration/ salary/ wages of respective category (Rs./per annum)
Board of Directors (BoD)	5	51,96,100	1	11,80,000
Key Managerial Personnel	3	95,58,517	-	-
Employees other than BoD and KMP	633	50,809	34	59,474
Workers	2,942	26,028	207	21,347

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	2%	1.52%

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 rights impacts and concerns arising within the workplace are being handled by Human resource department. HR department is responsible for implementing and periodically reviewing the Company's Working Conditions and Human Rights Policy, ensuring compliance with applicable laws and standards, and addressing any human rights-related issues.

The Company has also Grievance/Complaint Redressal System to enable employees and stakeholders to report concerns in a transparent and confidential manner. The Working Conditions and Human Rights Policy, and Grievance/Complaint Redressal System are available on the Company's website at www.jaispring.com.

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

All stakeholders are encouraged to raise grievances without fear of retaliation or victimization. Complaints are required to be submitted in writing, in good faith, with complete and factual details, and are handled with strict confidentiality.

- For employees and workers, the mechanism provides a two-tier process: Concerns are initially addressed through mediation by supervisors; if unresolved, complaints may be raised through written complaints submitted to supervisor/department heads or via grievance boxes. Complaints are then investigated and resolved within defined timelines, with escalation to the Grievance Redressal Committee and ultimately the Unit Head for fair review.
- For external stakeholders, grievances can be submitted through designated communication channels, including a dedicated email ID i.e. grievance@jaispring.com. Each complaint is acknowledged, assessed, and investigated by the Grievance Officer in consultation with relevant departments. Genuine grievances are investigated within stipulated timelines, and appropriate corrective actions or resolutions are communicated to the complainant.
- The Company also has a Whistle-blower mechanism in place which provides a secure and anonymous channel for reporting grievances without fear of retaliation. The mechanism is available at the website of the Company at www.jaispring.com.
- The Company has constituted an Internal Complaint Committee under the provisions of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Complaints of sexual harassment be made to Internal Complaint Committee as per Grievance Redressal System available at the website of the Company at www.jaispring.com.

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

	FY 2025-26			FY 2024-25		
	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	1	0	The complaint was reviewed by the ICC and the accused was not found guilty.			
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other human rights related issues						

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	0
Complaints on POSH as a % of female employees / workers	0.41	0
Complaints on POSH upheld	0	0

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

As per Company's Prevention and Redressal of Sexual Harassment (POSH) Policy, mechanism is in place to prevent adverse consequences to complainants in cases of discrimination and harassment.

The Internal Complaints Committee (ICC) ensures strict confidentiality of complaints and safeguards against retaliation. The ICC ensures that appropriate action is taken on all complaints in a timely and fair manner. Wherever appropriate, ICC may recommend interim relief measures such as transfer of the aggrieved employee or respondent, grant of leave up to three months (in addition to entitled leave), or any other appropriate relief.

These measures collectively ensure a safe, respectful, and non-retaliatory environment for individuals raising concerns.

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

Yes, wherever, there is a requirement of the business arrangement, the suitable conditions related to human rights requirement are incorporated in such contracts/agreements.

10. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others - please specify	

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

No such concern point arises from point no. 10.

Leadership Indicators

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

During the internal audit, it was observed that certain contractors were not depositing workers' statutory dues with the relevant authorities within the prescribed timelines. Corrective actions were taken, now any contractors who are found to be in default are subject to penalties and may also face blacklisting.

As part of its oversight of value chain partners, the Company conducts periodic visits to their plants, during which the Company also verifies compliance with human rights standards, including the non-engagement of child labour and forced labour. These assessments help ensure adherence to applicable statutory requirements and reinforce the Company's commitment to responsible business practices.

The Company has established a grievance redressal mechanism wherein, upon receipt of a genuine grievance, appropriate corrective actions, or other remedial measures are recommended and implemented for effective resolution. In cases where grievances remain unresolved, the matter may be escalated to higher management, or relevant authorities, which may lead to necessary improvements in processes and controls.

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

The Company has not undertaken a formal human rights due diligence exercise. However, it internally assesses the effectiveness and implementation of its Working Conditions and Human Rights Policy on an ongoing basis. These internal reviews are aimed at ensuring compliance with applicable laws, safeguarding the rights of employees and stakeholders, and identifying any potential human rights risks within its operations.

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

4. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	approximately 90%
Forced/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.

No such concern point arises from point no. 4.

PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	2025-26 (Current FY) (units in Joules)	2024-25 (Previous FY) (units in Joules)
From renewable sources		
Total electricity consumption (A)	5,52,06,148.00	2,06,68,312.48
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	5,52,06,148.00	2,06,68,312.48
From non-renewable sources		
Total electricity consumption (D)	13,73,11,319.00	15,06,53,200.00
Total fuel consumption (E)	28,60,12,230.00	22,52,35,449.14
Energy consumption through other sources (F)	68,96,80,494.00	67,25,49,220.06*
Total energy consumed from non-renewable sources (D+E+F)	1,11,30,04,043.00	7,10,13,80,857.20
Total energy consumed (A+B+C+D+E+F)	11,68,210,191.00	10,48,437,869.20*
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.046	0.047*

Parameter	2025-26 (Current FY) (units in Joules)	2024-25 (Previous FY) (units in Joules)
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.93	0.96*
Energy intensity in terms of physical output	5169.12	5372.06
Energy intensity (optional) " the relevant metric may be selected by the entity	-	-

*Previous year details have been rationalized and restated for the purpose of accuracy.

The Purchasing Power Parity (PPP) factor considered is 20.22.

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 not been carried out by an external agency.

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**

No, the Company does not have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	2025-26 (Current FY)	2024-25 (Previous FY)
Water withdrawal by source (in kiloliters)		
(i) Surface water		
(ii) Groundwater	1,50,055	1,32,490
(iii) Third party water	45,180	39,193
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	1,95,235	1,71,683
Total volume of water consumption (in kiloliters)	1,95,235	1,71,683
Water intensity per rupee of turnover (total water consumption/revenue from operations)	0.00000771	0.00000776
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000156	0.000156
Water intensity in terms of physical output	0.86	0.88
Water intensity (optional) - the relevant metric may be selected by the entity	-	-

The Purchasing Power Parity (PPP) factor considered is 20.22.

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

Yes, Hosur, Jamshedpur and Yamuna Nagar units do their independent assessment from the external agency on yearly basis i.e., M/s. Enviro Care India Pvt. Ltd. for Hosur unit, M/s. Shiva Enviro Lab and Research Centre for Jamshedpur unit and M/s. Spectra Analytic Labs for Yamuna Nagar unit.

4. Provide the following details related to water discharged:

Parameter	2025-26 (Current FY)	2024-25 (Previous FY)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iv) Sent to third party	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment - ETP treated water for gardening	15,568	16,582
Total water discharged (in kiloliters)	15,568	16,582

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

Yes, Hosur, Jamshedpur and Yamuna Nagar do their independent assessment from the external agency on yearly basis i.e., M/s. Enviro Care India Pvt. Ltd. for Hosur unit, M/s. Shiva Enviro Lab and Research Centre for Jamshedpur and M/s. Spectra Analytic Labs for Yamuna Nagar.

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

Yes. Zero Liquid Discharge system has been implemented at the Chennai, Jamshedpur, and Yamuna Nagar units through their effluent treatment plants.

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

Parameter	Please specify unit	2025-26 (Current FY)	2024-25 (Previous FY)
NOx	MT	0.04	0.05*
SOx	MT	0.03	0.07*
Particulate matter (PM)	MT	0.07	0.15*
Persistent organic pollutants (POP)	MT	-	-
Volatile organic compounds (VOC)	MT	-	-
Hazardous air pollutants (HAP)	MT	-	-
Others - please specify			

*Previous year details have been rationalized and restated for the purpose of accuracy.

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

Yes. Independent assessments through authorized laboratories are conducted for Malanpur unit through M/s. Advanced Environmental Testing and Research Lab Pvt. Limited, Yamuna Nagar unit through M/s. Spectra Analytic Labs, Jamshedpur unit through M/s. Shiv Enviro Lab & Research Centre, Hosur unit through M/s. Enviro Care India Pvt. Limited, Chennai unit through M/s. Pollucare Engineers India Pvt. Limited, and Pillaipakkam unit through M/s. SMS Labs Services Pvt. Limited.

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

Parameter	2025-26 (Current FY) (in MT of CO2 Equivalent)	2024-25 (Previous FY) (in MT of CO2 Equivalent)
Total Scope 1 emissions (Break-up of the GHG into CO 2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	60,936	51,148
Total Scope 2 emissions (Break-up of the GHG into CO 2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	23,515	30,028
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	0.00000333	0.00000367
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	0.0000667	0.0000742
Total Scope 1 and Scope 2 emission intensity in terms of physical output	0.37	0.42
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	-	-

The Purchasing Power Parity (PPP) factor considered is 20.22.

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 any external agency

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

Yes, the Company has undertaken various initiatives to reduce greenhouse gas (GHG) emissions. Further details are provided in response to Point No. 4 under the Leadership Indicators of this Principle. The Company has set a target to achieve net-zero emissions by FY 2040.

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

Parameter	2025-26 (Current FY)	2024-25 (Previous FY)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	20.08	14.61
E-waste (B)	2.09	2.56
Bio-medical waste (C)	0.04	0.03
Construction and demolition waste (D)		
Battery waste (E)	0.05	0.05
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)	1001.79	701.83
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	3001.20	2594.50*
Total (A+B + C + D + E + F + G + H)	4025.25	3313.58*
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000016	0.00000015*
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000.321	0.00000303*
Waste intensity in terms of physical output	0.0178	0.0169
Waste intensity (optional) - the relevant metric may be selected by the entity	-	-

Parameter	2025-26 (Current FY)	2024-25 (Previous FY)
For each category of wasted, total wasted recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of Waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of wasted, total wasted recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of Waste		
(i) Incineration	84.71	144.41
(ii) Landfilling	335.23	313.00
(iii) Other disposal operations	3387.71	2389.12*
Total	3807.65	2846.53*

*Previous year figures have been rationalized and restated to include shearing, design, and process scrap for improved accuracy.

The Purchasing Power Parity (PPP) factor considered is 20.22.

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 any 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.

Please refer to answer of point no 3 of principle 2 at page no.61.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N)	If no, the reasons there of and corrective action taken, if any.
1	263, Vill.: Karnidih, Via Chandil, PO: Bhadudih, Dist.: SaraikelaKharsawan, Jharkhand	Manufacturing	Yes, Unit is not required to take EIA clearances.	-

The unit is located near Dalma Wildlife Sanctuary. The unit has been operated in accordance with Dalma Notification Number S.O.680(E) of MoEF and with permissions/authorizations of the Jharkhand Pollution Control Board and other authorities.

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

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

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

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

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters): Not applicable as our units does not fall under water stress areas.

Parameter
Surface water
Groundwater
Sent to third-parties
Seawater / desalinated water
Others
Total volume of water withdrawal (in kiloliters)
Total volume of water consumption (in kiloliters)
Water intensity per rupee of turnover (Water consumed / turnover)
Water intensity (optional) - the relevant metric may be selected by the entity
(i) Into Surface water
- No treatment
- With treatment - please specify level of treatment
(ii) Into Groundwater
- No treatment
- With treatment - please specify level of treatment
(iii) Into Seawater
- No treatment
- With treatment - please specify level of treatment
(iv) Sent to third-parties
- No treatment
- With treatment - please specify level of treatment
(v) Others
- No treatment
- With treatment - please specify level of treatment
Total water discharged (in kiloliters)

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.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)			
Total Scope 3 emissions per rupee of turnover		The company will do in future	
Total Scope 3 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.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

The Company's operations do not have any significant adverse impact on biodiversity in the surrounding areas, and all activities at the unit are carried out in accordance with approvals obtained from the appropriate authorities. The Company is increasing the use of renewable energy, with plans to install an in-house solar power plant at the unit. The unit is also transitioning to cleaner fuel by shifting from conventional fuels to LPG.

Further, through its CSR initiatives, the Company promotes environmentally responsible practices in the communities surrounding its units, including tree plantation drives, awareness campaigns on waste management, and initiatives encouraging recycling and waste reduction. The Company also promotes water conservation practices among communities, with the 'No-to-Plastic' campaign being a key focus area.

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.	Project	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Energy Consumption & Conservation	We are transitioning to a low-carbon, energy-efficient model strengthens our ESG performance: - Phased out traditional fuels (LDO & FO) and shifted to cleaner alternatives across most of the units. - Improved energy efficiency through preventive maintenance, leak reduction, deployment of energy-efficient equipment, and installation of fuel meters. - Transitioned towards battery-operated forklifts. - Commissioned a 1,500 kW rooftop solar plant at the Malanpur facility, with an additional 13,000 kW renewable capacity under implementation. - Achieved a renewable energy share exceeding 28%.	Reduced energy costs and carbon emissions through cleaner fuel transition Improved operational efficiency and reduced energy losses Increased share of renewable energy in overall consumption Strengthened energy security through in-house solar capacity

S. No.	Project	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
2	Water Consumption & Conservation	Water Stewardship & Conservation Initiatives - Maintained Zero Liquid Discharge (ZLD) at Chennai, Jamshedpur, and Yamuna Nagar, with standardized systems for consistent recovery and compliance. - Implemented rainwater harvesting and recharge systems, supporting groundwater levels and non-potable usage. - Enhanced water recycling by reusing RO reject and treated ETP water, reducing fresh water consumption. - Installed water-efficient fixtures and expanded conservation measures across facilities. - Deployed elevated piping arrangements and optimized cooling systems to minimize water loss, with plans to further strengthen groundwater recharge.	Achieved efficient water reuse and reduced freshwater dependency. Improved groundwater levels via rainwater harvesting initiatives. Enhanced water efficiency through recycling and infrastructure upgrade
3	Waste Management	Sustainable Operations & Process Innovation - Replaced conventional ETP chemicals with eco-friendly alternatives and introduced robotic painting systems to enhance precision and efficiency. - Focused on scrap reduction to enhance operational efficiency and resource conservation. - Shifted to sustainable packaging by replacing wooden rippers with steel, using returnable nylon straps and durable corrugated boxes, and initiated trials for biodegradable packaging to further reduce environmental impact.	Reduced environmental impact by minimizing waste generation. Reduced operational waste through new reuse and recycling initiatives. Reduced packaging waste.
4	Process & Machinery Automation	Energy Efficiency & Emissions Optimization - Installed retrofit emission control device kits for DG and advanced fume filtration systems. - Enhanced thermal efficiency through heat loss reduction and waste heat recovery. - Implemented automation and auto-shut off measures for idle machines and motor. - Optimized furnaces and heating systems via thermal mapping, improved insulation and upgradation. - Improved cooling efficiency through temperature-controlled operations and enhanced compressed air efficiency via pressure optimization and continuous leakage control	Improved air quality and reduced emissions across plants. Enhanced thermal and energy efficiency in operations. Reduced energy consumption through automation and smart controls. Increased operational reliability and reduced system losses.

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

Yes, the Company's units have site-specific emergency response plans, as applicable, to safeguard people, property, and the environment, and to prevent emergencies from escalating into major incidents or disasters. These plans outline procedures for handling situations such as fire, chemical spills, or other operational hazards. To ensure effectiveness, mock drills are conducted at regular intervals to assess response readiness, identify gaps, and improve coordination among personnel.

In addition, the Company has obtained Public Liability Insurance in accordance with the Public Liability Insurance Act, 1991, to provide financial protection against liabilities arising from accidents involving the handling of hazardous substances, thereby ensuring timely relief and compensation, where applicable.

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

There was no significant adverse impact to the environment arising from the value chain of the entity during the year.

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

Approximately 90% value chain partners were assessed for environmental impacts.

8. How many Green Credits have been generated or procured:

a. By the Company: Nil

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners: Not Available

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. One

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Automotive Components Manufactures Association of India	International

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

Name of authority	Brief of the case	Corrective action taken
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There is no action taken or underway against the Company on any issues related to anti-competitive conduct.

Leadership Indicators

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

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

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No)	Relevant Web Link
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Not Applicable. As there were no projects that required SIA as per law in the current 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:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
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There is no project for which Rehabilitation and Resettlement (R&R) is being undertaken by the Company.

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

The Company has established a structured mechanism to receive and redress community grievances. The CSR Team overseeing CSR activities and plant-level HR teams engage with local communities directly or through implementing agencies and act as the first point of contact for grievances. Community members can raise concerns through regular meetings or by submitting formal complaints via designated channels, including the Company's grievance email ID.

Upon receipt, all grievances are evaluated and where necessary, additional information is sought to enable proper assessment. Each grievance is reviewed, and addressed based on the nature of the concern. The outcomes are communicated to the concerned community members or their representatives. The Company remains committed to maintaining transparency and fairness in addressing stakeholder concerns.

This framework ensures effective grievance redressal while maintaining transparent and responsible stakeholder relationships.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	10.65	10.58
Sourced directly from within the district and neighboring districts	29.30	25.84

5. Job creation in smaller towns as "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 2025-26	FY 2024-25
Rural	0	0
Semi-urban	0	0
Urban	69.7	9.5
Metropolitan	30.3	90.5

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):

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (In INR)
Please refer annexure no. 8 of the Directors' Report			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) (b) From which marginalized /vulnerable groups do you procure? (c) What percentage of total procurement (by value) does it constitute?

The company supports marginalized / vulnerable groups, though we do not have formal policy.

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

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

* The Company has not derived or shared any benefits from intellectual properties based on traditional knowledge. However, it continues to strengthen its intellectual property portfolio. The Company owns two patents and has applied for third patent during the year. The Company also holds copyrights in over 140 product designs, and its trademark "JAI" is registered across 16 countries globally.

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.

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

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
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Please refer the link <https://www.jaispring.com/csr.html>

PRINCIPLE 9

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

Essential Indicators

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

The Company continues to strengthen its mechanisms to receive and effectively respond to consumer complaints and feedback across all business segments, including OEMs, aftermarket, and exports. It remains committed to prompt grievance resolution, fostering trust with external stakeholders through proactive engagement, transparent communication, and efficient problem-solving.

- OEM and Export Customers: A dedicated customer engagement team maintains regular interactions with OEM and export clients to capture feedback, address concerns in a timely manner, and enhance overall customer experience.
- Aftermarket Channels: The Company operates through an extensive PAN-India network of dealers, distributors, and retailers. Zonal and area managers, along with field personnel, actively gather and address feedback from channel partners regarding consumer complaints. Additionally, customers can raise concerns through the Company's website and social media platforms, ensuring wider accessibility.

3. Value Chain Partners: Value chain partners are encouraged to connect with their respective relationship managers for prompt resolution of grievances and to share suggestions for improvement.
4. Grievance Redressal Framework: The Company continues to follow its established Grievance/Complaint Redressal Policy, ensuring all complaints are addressed in a structured and timely manner. The policy remains available on the Company's website for stakeholder reference.

During the year, the Company has further enhanced responsiveness and monitoring of complaints, ensuring quicker turnaround times and improved customer 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	Not applicable, considering the nature of Company's product.
Safe and responsible usage	
Recycling and/or safe disposal	

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

Particulars	FY 2025-26 (Current FY)		Remarks	FY 2024-25 (Previous FY)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		

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

Yes, the Company has a policy on cyber security and risks related to data privacy.

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 were no issues/concern arises during the year.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact: Nil
- b. Percentage of data breaches involving personally identifiable information of customers: Not Applicable
- c. Impact, if any, of the data breaches: Not Applicable

Leadership Indicators

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

The information of the products can be accessed through website i.e. www.jaispring.com, Dealerships, Newspapers, Investors Meet, social media at Facebook, Instagram, LinkedIn and YouTube, exhibitions and other communication channels.

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

The Company undertakes various initiatives to inform and educate consumers about the safe and responsible usage of its products across different business segments.

- i. In the OEM segment, the Company has limited direct interaction with end consumers, as products are supplied to OEMs and are not used directly by them. However, the Company ensures that adequate product specifications, usage guidelines, and safety information are shared with OEMs for appropriate downstream communication.
- ii. In the aftermarket segment, the Company actively promotes consumer awareness through its extensive network of retailers, mechanics, and field personnel. Consumer education initiatives are conducted through various platforms such as exhibitions, conferences, mechanics' meets, corner meets, van campaigns, and distributor meets, which are utilized to disseminate information on proper product usage, handling, maintenance, and safety practices. To support its pan-India service expansion, the Company has established a Training Centre for Trailer Suspension Systems and Axles to educate mechanics and dealers on product features and functioning, thereby enhancing product awareness, service quality, and product longevity.

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

The Company does not deal with any essential services.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not applicable) If yes, provide details in brief.

No, the information which are statutorily required are displayed on the products/package.

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

Yes. The marketing team of the Company regularly interacts with the consumers and takes their feedback on the products for further improvement, if required.