



# Annexure-4

## 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 Spring Road, Industrial Area, Yamuna Nagar, Haryana-135001
5	Corporate address	2, Park Lane, Kishangarh, Vasant Kunj, New Delhi-110070  Unit no.408, 4th floor, Tower B, Vatika Mindscapes, Sector - 27 D, NH-2, Faridabad - 121003 (HR)
6	E-mail	investor.relations@jaispring.com
7	Telephone	0129-4006885
8	Website	www.jaispring.com
9	Financial year for which reporting is being done	April 01, 2022 to March 31, 2023
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	398693235
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

#### II. PRODUCTS/SERVICES

##### 14. Details of business activities

Description of main activity	Description of business activity	% of turnover
Manufacturing	The Company is in the business of manufacturing, distribution, sale, 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

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

Product/Service	NIC Code	% of total Turnover contributed
Manufacture, distribution, sale, trading of diverse parts and accessories for motor vehicles	29301	100

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

Location	Number of plants	Number of offices	Total
National	7	3	10
International	Nil	Nil	Nil

**17. Markets served by the entity:****a. Number of locations**

Location	Number
National(No. of States)	29
International(No. of Countries)	15

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

1.10 % of the total turnover of the entity is contributed through export.

**c. A brief on types of customers**

Company has following types of customers:

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

The Company serves its esteemed customers from its plants across India, strategically located in close proximity to OEMs. Company has strong aftermarket network with around 300+ distributors, 14000 stores, and 15000+ mechanics for the Indian aftermarket and offers top-notch customer support through its sizable sales force. Company currently supply springs to aftermarkets in over 15 different countries.

**IV. EMPLOYEES****18. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	619	605	97.74	14	2.26
2.	Other than Permanent (E)	19	17	89.47	2	10.53
3.	Total employees (D + E)	638	622	97.49	16	2.51
WORKERS						
4.	Permanent (F)	413	413	100.00	-	0.00
5.	Other than Permanent (G)	2502	2469	98.68	33	1.32
6.	Total workers (F + G)	2915	2882	98.87	33	1.13



## 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)	7	7	100	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	7	7	100	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	9	9	100	-	-
5.	Other than Permanent (G)	5	5	100	-	-
6.	Total workers (F + G)	14	14	100	-	-

## 19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.50
Key Management Personnel (KMP)	3*	Nil	0.00

\*KMP covers Mr. P.S Jauhar, MD &amp; CEO.

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

Particulars	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6.61	0.34	6.95	1.87	2.85	4.75	7.6	Nil	7.6
Permanent Workers	11.32	Nil	11.32	11.60	Nil	11.60	Nil	Nil	Nil

## V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

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

## VI. CSR DETAILS

## 22. CSR Details

Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
Turnover (Rs. in crores)	2,231.83
Net worth (Rs. in crores)	771.97

## VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) if Yes, then provide web-link for grievance redress policy	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes www.jaispring.com	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)	No	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes www.jaispring.com	21	21	The investor complaints are amicably resolved.	8	8	The investor complaints are amicably resolved.
Employees and workers	Yes www.zingHR.com	Nil	Nil	-	Nil	Nil	-
Customers	Yes www.jaispring.com	Nil	Nil	-	Nil	Nil	-
Value Chain Partners	Yes www.jaispring.com	Nil	Nil	-	Nil	Nil	-

HR handbook containing policies, rules and procedures of the company is available at Zing HR portal. Employee can access the HR handbook through his/her login. ZingHR is a cloud based HR service provider.

The OEM Customers may contact their respective relationship manager for immediate redressal of their complaints.

## 24. 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	ESG	0	A regulatory mechanism towards ESG structure provides an opportunity to the Company, to periodically review its policies and procedures for creating a robust ESG Governance Structure that will enable the Company to act as a responsible corporate citizen.	Not Applicable	Positive Implications



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	Regulatory Environment	R	Timely and correct adherence to the statutory/regulatory compliances, reduces risk of fines and penalties.	We endeavour to create a work culture and environment, which enables and ensures timely completion of all compliances under rules and regulations applicable to the company.	Positive Implications
3	Information and technology	O	The Company strategic collaboration with Ramco Systems presents us with new digital competencies and digitizes all of our after-market services. This enables the Company to be at forefront as market leaders with better services.	Not Applicable	Positive Implications

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

### PRINCIPLES

#### Principle 1 (P1)

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

#### Principle 2 (P2)

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

#### Principle 3 (P3)

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

#### Principle 4 (P4)

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

#### Principle 5 (P5)

Businesses should respect and promote human rights

#### Principle 6 (P6)

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

#### Principle 7 (P7)

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

#### Principle 8 (P8)

Businesses should promote inclusive growth and equitable development

#### Principle 9 (P9)

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

**Disclosure**

<b>Policy and Management Processes</b>		<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	N
	b. Has the policy been approved by the Board? (Yes/No)	Y	N	N	N	N	N	N	N	N
	c. Web Link of the Policies, if available	Company has policies for covering respective principles duly approved by the management. However approval of the Board of directors are taken wherever statutorily required.								
		All the policies which are statutorily required are hosted on the website of the Company i.e. www.jaispring.com. The access to the other policies are available to the employees and concerned stakeholders on need basis.								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	N	Y	N
		For P7 & P9 the need of the policy has not been felt.								
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	No								
4	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusts) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 45001 OHSMS, for occupational health and safety								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	There were no specific commitments, goals and targets set by the Company.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-								

**Governance, leadership and oversight**

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>Jamna Auto Industries Limited is pleased to present its first Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2022-23 which supersedes previous Business Responsibility Report (BRR). We are thankful to all our stakeholders for investing their trust &amp; belief in us that has helped us to grow exponentially over the past years.</p> <p>Our contribution towards ESG is to work rigorously on various aspects like resource management, energy management, emission reduction, water and waste management to imbibe best practices, we specifically work towards integrating ethical, environmental &amp; social practices in our supply chain.</p> <p>We ensure adherence to all environmental and other applicable compliances. Backed by our R&amp;D expertise, we are constantly exploring sustainable and environment-friendly products that can offer maximum value with minimum impact on the environment. Our approach to sustainability is not based on merely meeting compliances but goes a step beyond towards institutionalization of sustainability practices. We ensure all our business activities are conducted in accordance with ethical principles, internal policies, procedures, and relevant laws and regulations.</p>
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. SPS Kohli, Executive Director
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, Mr. SPS Kohli, Executive Directive of the company oversees the implementation of the Sustainability related issues.



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								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee					Directors				
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee					Directors				
Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
Performance against above policies and follow up action Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)					Annually				
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)					Annually				
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.					No				

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

Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

The Company has not been engaged in any activity or business to influence public or regulatory policy for P7 and P9. As such need of the policy is not been felt.

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

**PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.**

### ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	The Board of Directors are provided with the insights of the Company at regular intervals on Business Models, changes in policies, other regulatory updates and CSR. Presentations on quarterly basis are also made to the Board providing business performance updates.	100%
Key Managerial Personnel	7	The KMPs are given periodic updates on regulatory updates and Company's Code of Conduct and Code of Conduct for insider trading and fair disclosure and Whistle Blower Policy.	100%
Employees other than BoD and KMPs	7	The Employees other than BODs and KMPs are given periodic updates on regulatory updates and Company's Code of Conduct and Code of Conduct for insider trading and fair disclosure and Whistle Blower Policy.	90%
Workers	25	The workers are given training and awareness sessions on safety, health, first aid, fire , quality, product, whistle blower mechanism and 5s.	70%

- 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)
<b>Penalty/ Fine Settlement Compounding fee</b>	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	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
<b>Imprisonment Punishment Compounding fee</b>	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/ judicial institutions
Not Applicable, since there were no cases during the year where monetary or non-monetary action has been appealed under the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended.	

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

Yes, the anti-corruption and anti-bribery is the part of the Company's Code of Conduct. The policy is available at the Company's website at [www.jaispring.com](http://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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors		
KMPs	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 FY23 and FY22.	
Employees		
Workers		

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

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors		There was no complaint registered with regard to conflict of interest during the FY23 and FY22.		
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.

Not applicable, since no fines, penalties or actions were imposed by regulatory, law enforcement or judicial authorities on cases related to corruption and conflicts of interest.

#### LEADERSHIP INDICATORS

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
55	1. Providing sustainable and safe goods and services. 2. Work place safety, employees well being and their rights. 3. Conducting business in responsible manner towards consumer and supply chain.	90%

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

Yes, the Code of Conduct carries explicit clauses covering avoidance of conflict of interest. Additionally, the Company is obtaining disclosures from the Directors on their nature of interests in other Companies.

**PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE****ESSENTIAL INDICATORS**

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

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	0	0	Not Applicable
Capex	0	0	Not Applicable

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

Yes, the Company has procedures in place for sustainable sourcing 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

(a) **Plastics (including packaging)**

The Company does not reclaim its products. However, it has process in place to dispose plastics as per the Plastic Waste Management Rules, 2016

(b) **E-waste**

The Company does not reclaim its products. However, it has process in place to dispose e-waste as per E-Waste Management Rules 2022.

(c) **Hazardous waste**

The Company does not reclaim its products. However, it has process in place to dispose hazardous waste as per Hazardous and other Wastes (Management & Transboundary Movement) Rules, 2016.

(d) **Other waste.**

The Company does not reclaim its products. However, it disposes all other wastes 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, waste management plan of the Company considers the evolving regulations from a waste minimization and is in line with the Extended Producer Responsibility (ERP) Plan Submitted to Center Pollution Control Boards.

**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?

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.

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).

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 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

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
	Not Applicable

### 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	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	605	605	100	523	86.45	-	-	-	-	-	-
Female	14	14	100	13	92.86	14	100	-	-	-	-
Total	619	619	100	536	86.59	14	2.26	-	-	-	-
<b>Other than Permanent employees</b>											
Male	17	17	100	17	100	-	-	-	-	-	-
Female	2	2	100	2	100	2	100	-	-	-	-
Total	19	19	100	19	100	2	10.53	-	-	-	-

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
Male	413	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	413	-	-	-	-	-	-	-	-	-	-
<b>Other than Permanent workers</b>											
Male	2469	-	-	-	-	-	-	-	-	-	-
Female	33	-	-	-	-	-	-	-	-	-	-
Total	2502	-	-	-	-	-	-	-	-	-	-

The Company ensures that all statutory benefits are extended to the workforce including maternity benefits and benefits under Employees State Insurance Act, 1948.

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

Benefits	FY 2022-23			FY 2021-22		
	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						

## 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 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.

Yes, the Company has an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016 and the same is available at: [www.zinghr.com](http://www.zinghr.com) and accessible to employees.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, we have internal policies/mechanism which are accessible to the permanent workers.
Other than Permanent Workers	Yes, we have internal policies/mechanism which are accessible to other than permanent workers.
Permanent Employees	Yes, we have internal policies/mechanism which are accessible to the permanent employees.
Other than Permanent Employees	Yes, we have internal policies/mechanism which are accessible to other than permanent employees.



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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	619	-	-	-	-	-
- Male	605	-	-	670	-	-
- Female	14	-	-	-	-	-
Total Permanent Workers	413	-	-	427	-	-
- Male	413	-	-	422	-	-
- Female	0	-	-	5	-	-

## 8. Details of training given to employees and workers:

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>EMPLOYEES</b>										
Male	622	577	92.77	344	55.31	670	264	39.40	203	30.30
Female	16	15	93.75	4	25.00	8	6	75	8	100
Total	638	592	92.79	348	54.55	678	270	39.82	211	31.12
<b>WORKERS</b>										
Male	2882	2227	77.27	1112	38.58	2704	2196	81.21	1176	43.49
Female	33	25	75.76	13	39.39	30	21	70.00	11	36.67
Total	2915	2252	77.26	1125	38.59	2734	2217	81.09	1187	43.42

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>EMPLOYEES</b>						
Male	622	617	99.20	670	514	76.72
Female	16	7	43.75	8	6	75
Total	638	624	97.81	678	520	76.70
<b>WORKERS</b>						
Male	2882	2122	73.63	2704	1798	66.49
Female	33	11	33.33	30	11	36.66
Total	2915	2133	73.17	2734	1809	66.17

## 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, ISO 45001 OHSMS is implemented for manufacturing plants.

- 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 identification of risks and development of mitigation plan is formulated as per risk assessment process under ISP 45001. The Unit wise trainings are conducted to mitigate the risk and processes are periodically reviewed to ensure safety at workplace..

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

Yes, we have processes for workers to report the work related hazards and to remove themselves from such risks.

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

Yes, all the employees and workers have access to non-occupational medical and healthcare services in all the manufacturing units.

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

Safety Incident/Number	Category	Current FY 2022-23	Previous FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	56	48
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	45	47
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	6	17

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

- Training: We provide training to employees and workers on First aid, stress management, TPM, Fire Hydrant System, Fire & Safety, 5s, Product quality, product knowledge, technical training etc;
- Mock Drills: We periodically conduct mock drills to ensure Safety measures at each unit;
- Action Plan: well planned action plan and phase wise execution to eliminate the hazards & risks associated to Health, Safety & Environment.

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions 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	100%(Internal Assessment)
Working Conditions	100%(Internal Assessment)

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.

Not Applicable.

**LEADERSHIP INDICATORS**

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

- Employees (Y/N): Yes, an amount of Rs. 3.25 Lacs is given as a compensatory package in the event of death of any employee.
- Workers (Y/N) Yes. As per Employees State Insurance Act,1948 and Rs.3.25 compensatory package in the event of death of any worker.



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 periodically checks the compliances and statutory dues of contractors and suppliers.

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:

Nil

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, provides transition assistance programs for all the employees to facilitate continued employability during career ending 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%
Working Conditions	90%

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.

No such risk perceived.

**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 stakeholders that adds value to the business of the company which includes investors, shareholders, financial institutions, various government authorities, employees, workers, vendors, customers, suppliers, contractors, communities, NGO's, etc.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees/ Workers	No	Emails, Notices , ZingHR	Regular as and when required	Decisions making, day to day operations, building teams, trainings and growing together.
Shareholder/ investor and investors	No	Stock Exchange, Email, Newspaper and Website	Regular as and when required	Update on Company Business, Financial Results, Annual accounts, dividend related, etc
Customers	No	Meetings, Emails, Phamphet and Advertisements.	Regular as and when required	Stay in touch with the customers and to receive their feedback on products.

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 and Suppliers	No	Meetings, Emails and Phamphet	Regular as and when required	Stay in touch with vendors and suppliers who supply input material/services to the Company.
Communities and NGOs's	Yes	Community Meetings	Regular as and when required	For CSR initiatives, and social impact of our business operations on communities

### 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.

The Company welcomes the connection with the stakeholders. The Board will review any feedback, as and when there will be requirement.

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

Yes. We regularly engage with our stakeholders such as investors, lenders, suppliers, business partners, community, employees, customers etc for business. We reach out to the stakeholder directly when there is any risk is identified and helping them with an informed decisions. However, the stakeholder consultation will be used to support the identification and management of environmental, and social topics whenever there will be requirement.

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

- a. Anganwadi workers raised concern about anemic pregnant women and malnourished children in their villages. Our CSR team distributed nutritional kits to the needy ones on monthly basis. Also organised health check- up camps and awareness session for anaemic girls, women and malnutrition children.
- b. Open defecation is a threat to women's safety and environment, health and dignity. Under CSR project we constructed more than 12 individual toilets for BPL/EWS families and sensitized community people on use of toilets.
- c. Mental Health for prisoners in Haryana State District Prisons. This concern was raised by the prison authorities and we organised "Art of Thinking" sessions by a motivational speaker for prisoners to make them positive towards their life and well being.

### PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

#### ESSENTIAL INDICATORS

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	619	614	99.19	678	321	47.35
Other than permanent	19	19	100	26	25	96.15
Total Employees	638	637	99.84	704	346	49.15
<b>Workers</b>						
Permanent	413	311	75.30	435	421	96.78
Other than permanent	2502	2001	79.98	2299	1592	69.25
Total Workers	2915	2312	79.31	2734	2013	73.63



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

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Permanent	619	-	-	619	100	683	-	-	683	100.00
Male	605	-	-	605	100	670	-	-	670	100.00
Female	14	-	-	14	100	13	-	-	13	100.00
Other than permanent	19	-	-	19	100	26	-	-	26	100.00
Male	17	-	-	17	100	18	-	-	18	100.00
Female	2	-	-	2	100	8	-	-	8	100.00
<b>Workers</b>										
Permanent	413	-	-	413	100	427	-	-	427	100.00
Male	413	-	-	413	100	422	-	-	422	100.00
Female	-	-	-	-	0.00	5	-	-	5	100.00
Other than permanent	2502	637	25.46	1865	74.54	2302	1153	49.95	1149	49.91
Male	2469	606	24.54	1863	75.46	2277	1129	54.62	1148	50.41
Female	33	31	93.94	2	6.06	25	24	96	1	4

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	8	4,80,000 p.a.	1	330000 p.a.
Key Managerial Personnel	3	75,46,728 p.a.	0	0
Employees other than BoD and KMP	581	3,98,328 p.a.	19	9,00,000 p.a.
Workers	2958	3,61,728 p.a.	34	2,16,000 p.a.

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

Yes, the Company has HR Policy through which it endeavors to protect Human Rights at workplace. Corporate Human resource department looks into the matter of human rights at the Company level. Complaints related to any matter including human rights can also be raised through whistle blower mechanism.

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

The Company has HR Policy through which it endeavors to protect Human Rights at workplace. Unit wise committees are formulated which addresses and amicably resolves the grievances at unit levels. The Company has established Whistle Blower Mechanism and POSH which solves grievances at corporate level.

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

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

There were no complaints on any of these above matters by employees and workers during the FY 2022-23 and 2021-22.

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

The Company's policies provide adequate safeguards against victimization of worker/employee who makes any complaint. The complainant information is kept confidential and no unfair treatment is done to him/her. Complete protection is given to him/her against any practice like retaliation, threat or intimidation of termination/suspension of service, disciplinary action, transfer, demotion, refusal of promotion or the like.

## 8. 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 contract/agreement.

## 9. Assessments for the year:

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

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

No such concern point arises from point no. 9.

**LEADERSHIP INDICATORS**

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

The Company periodically familiarizes employees and workers about their rights and duties under Company's policies and procedures.



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

The Company internally assess the effectiveness and efficiency of HR Policies to protect human rights.

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:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	90%
Forced/involuntary labour	90%
Sexual harassment	90%
Discrimination at workplace	90%
Wages	90%
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 arises out of 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	Current FY 2022-23 (in Joules)	Previous FY 2021-22 (in Joules)
Total electricity consumption (A)	118337891673994	76730514802750
Total fuel consumption (B)	113810834541241	161568450371249
Energy consumption through other sources (C)	7558564732280	43254022440
Total energy consumption (A+B+C)	239707290947515	238342219196439
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	10740.39	14453.37
Energy intensity (optional) - the relevant metric may be selected by the entity		

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	FY 2022-23 Kiloliters	FY 2021-22 Kiloliters
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	170908.32	164037.68
(iii) Third party water	31789.00	15462.00
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	202697.32	179499.68
Total volume of water consumption (in kilolitres)	191779.06	171343.90
Water intensity per rupee of turnover (Water consumed / turnover)	0.00	0.00
Water intensity (optional) - the relevant metric may be selected by the entity	-	-

**Note:** Independent assessment has been carried out by an external agency at Yamuna Nagar Unit.

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

Yes, the Zero Liquid Discharge is implemented at Yamuna Nagar Unit from its effluent treatment plant.

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

Parameter	FY 2022-23 MT	FY 2021-22 MT
NOx (MT)	152.7	147.26
SOx (MT)	63.03	66.28
Particulate matter (PM) (MT)	171.6	177
Persistent organic pollutants (POP) (MT)	46.8	54
Volatile organic compounds (VOC) (MT)	NA	NA
Hazardous air pollutants (HAP) (MT)	NA	NA

**Note:** Independent assessment has been carried out by an external agency at Yamuna Nagar Unit and Malanpur Unit

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

Parameter	FY 2022-23 (in MT of CO2 equivalent)	FY 2021-22 (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)	20435.16	16641.78
Total Scope 2 emissions ( Break-up of the GHG into CO 2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)		
Total Scope 1 and Scope 2 emissions per rupee of turnover	0.00	0.00
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	-	-

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

The Company aims to be environmental efficient in its operations and to act according to its social responsibility to go green. During FY 2021-22 approximately 16% electricity was sourced in form of renewal energy.

The Company is moving towards sourcing power and fuel for its operation through renewal energy and clean fuel. Preference is given to technology machinery combining two or more process in one to save power. To reduce power consumption natural light is provided in manufacturing sheds.

The Company has installed DG retrofitting equipment in all the DG sets at Chennai, Hosur and Pillaipakkam units to reduce CO<sup>2</sup> emissions from DG Sets.



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

Parameter	FY 2022-23 (in Metric tonnes)	FY 2021-22 (in Metric tonnes)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	27.00	22.50
E-waste (B)	2.17	0.05
Bio-medical waste (C)	0.01	-
Construction and demolition waste (D)	-	-
Battery waste (E)	76.00	5.00
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	808.06	323.46
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	374.41	219.45
Total (A+B + C + D + E + F + G + H)	1287.64	570.46
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled		
(ii) Re-used	-	-
(iii) Other recovery operations		
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration (at third party location)		
(ii) Landfilling (at third party location)	1287.64	570.46
(iii) Other disposal operations (at third party location)		
Total	1287.64	570.46

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

The Company disposes hazardous waste in accordance with the applicable norms and regulations. The units categorizes the waste into non-hazardous & hazardous waste. After identification of the hazardous waste units then further adopts the proper disposal methods for such kind of wastes.

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

Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N)
263, Vill.: Karnidih, Via Chandil, PO: Bhadudih, Dist.: Saraikela-Kharsawan, 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.

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

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

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N).

Yes, the Company is compliant with the applicable environmental law/ regulations/ guidelines in India.

### LEADERSHIP INDICATORS

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

Parameter	FY 2022-23 (in Joules)	FY 2021-22 (in Joules)
From renewable sources		
Total electricity consumption (A)	43119823053994.00	35537112002750.00
Total fuel consumption (B)	222141241.15	183971248.80
Energy consumption through other sources (C) other sources	111330052280.00	43254022440.00
Total energy consumed from renewable sources (A+B+C)	43231375247515.10	35580549996438.80
From non-renewable sources		
Total electricity consumption (D)	75218068620000.00	41193402800000.00
Total fuel consumption (E)	113810612400000.00	161568266400000.00
Energy consumption through other sources (F) other sources	7447234680000.00	0.00
Total energy consumed from non-renewable sources (D+E+F)	196475915700000.00	202761669200000.00

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (in Kilolitres)	FY 2021-22 (in Kilolitres)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(v) Others	10918.26	8155.78
- No treatment	-	-
- With treatment	10918.26	8155.78
Total water discharged (in kilolitres)	10918.26	8155.78

**Note:** Independent assessment has been carried at Yamuna Nagar Unit

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

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

Parameter	FY 2022-23	FY 2021-22
Total Scope 3 emissions ( Break-up of the GHG into CO 2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)		
Total Scope 3 emissions per rupee of turnover		Nil
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity		



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

There is no impact on the biodiversity in the near areas and all the activities at the unit are carried out as per the approvals from the appropriate authorities.

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

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Value Engineering	Company is continuously engaged to bring value engineering through design optimization leading to lesser fuel consumption and reduction in raw material.	Lesser fuel consumption and reduction in raw material

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

Yes, Units of the Company have onsite emergency plan as applicable to them to protect peoples and property from a disaster to the maximum extent possible and also to prevent emergencies leading to disaster. Mock drills are conducted periodically to ascertain preparedness of the units for emergencies.

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

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

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

90%

**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. 1
- 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.

Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
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.

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
Not Applicable					

**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. 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: 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 connect with the communities mainly, local communities in and around manufacturing units through its CSR policy and ongoing projects. The CSR team connects with various foundations, NGOs, Local Administrations etc. to understand local community issues.
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Parameter	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	5.63	0.22
Sourced directly from within the district and neighbouring districts	0.12	0.01

**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. 7 of the annual report.			

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

The company supports marginalized / vulnerable groups, through 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
Trademark "JAI" is registered in 15 countries across the world. The Company holds the copyrights to approximately 120 leaf and parabolic springs' designs and a patent for "Air Suspension System."				

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
Please refer annexure no. 7 of the annual report.			

**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 supplies its products to the OEMs, in after markets in India and export. For OEM and export customers the Company has dedicated team who regularly interacts and engage with them to get their feedback. In after markets the Company supplies its products through PAN India network of dealers/distributors/retailers. Our zonal manager/area managers and field staff regularly takes feedback from such dealers/distributors/retailers on consumers complaints/concerns. Consumer concerns are taken for immediate redressal for achieving the customers satisfaction.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	
Safe and responsible usage	Nil
Recycling and/or safe disposal	

The necessary disclosures/declarations about safety, usage and disposal are made, as per applicable laws.

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
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	Nil	
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 and the same is available at [www.jaispring.com](http://www.jaispring.com).

6. Provide details of any corrective required or 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 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 during the year.

#### 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](http://www.jaispring.com), Dealerships, Newspapers, Investors Meet, social media and exhibitions.

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

The Company takes necessary steps to educate its customers for the safe and responsible usage of products.

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

Not Applicable.

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

5. Provide the following information relating to data breaches:

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

Nil

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

Nil