

# 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 Roads, 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	<a href="mailto:investor.relations@jaispring.com">investor.relations@jaispring.com</a>
7	Telephone	0129-4006885
8	Website	<a href="http://www.jaispring.com">www.jaispring.com</a>
9	Financial Year	01-04-2024 31-03-2025
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.39,89,79,885
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	<a href="mailto:praveen@jaispring.com">praveen@jaispring.com</a>
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	7	3	10
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 300+ distributors, 20,000+ retailers, and 25,000+ mechanics 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)
<b>EMPLOYEES</b>						
1.	Permanent (D)	595	572	89.80	23	3.61
2.	Other than Permanent (E)	42	32	5.02	10	1.57
3.	Total employees (D + E)	637	604	94.82	33	5.18
<b>WORKERS</b>						
4.	Permanent (F)	456	450	13.80	6	0.18
5.	Other than Permanent (G)	2806	2691	82.50	115	3.53
6.	Total workers (F + G)	3262	3141	96.29	121	3.71

## b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	4	4	100	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	4	4	100	0	0
<b>DIFFERENTLY ABLED WORKERS</b>						
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 &amp; CEO.

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

Particulars	FY 2024-25 (Turnover rate in current FY) [values in %]			FY 2023-24 (Turnover rate in current FY) [values in %]			FY 2022-23 (Turnover rate in previous FY) [values in %]		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.13	0	12.13	13.6	25	38.6	6.61	0.34	6.95
Permanent Workers	4.39	0	4.39	6.9	9	15.9	11.32	0	11.32

## 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)	2,212
Net worth (Rs. in crores)	1,056

## 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 2024-25			FY 2023-24			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	<a href="https://www.jaispring.com/esg-related-policies.html">https://www.jaispring.com/esg-related-policies.html</a>	0	0	NA	0	0	NA	
Investors (other than shareholders)	Yes	<a href="https://www.jaispring.com/esg-related-policies.html">https://www.jaispring.com/esg-related-policies.html</a>	0	0	NA	0	0	NA	
Shareholders	Yes	<a href="https://www.jaispring.com/esg-related-policies.html">https://www.jaispring.com/esg-related-policies.html</a>	9	0	The shareholders complaints are amicably resolved.	14	14	The shareholders complaints are amicably resolved.	
Employees and workers	Yes	<a href="https://www.jaispring.com/esg-related-policies.html">https://www.jaispring.com/esg-related-policies.html</a>	0	0	NA	0	0	NA	
Customers	Yes	<a href="https://www.jaispring.com/esg-related-policies.html">https://www.jaispring.com/esg-related-policies.html</a>	0	0	NA	0	0	NA	
Value Chain Partners	Yes	<a href="https://www.jaispring.com/esg-related-policies.html">https://www.jaispring.com/esg-related-policies.html</a>	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	Strong leadership enhances sustainable growth, innovation, and organizational success through effective governance practices and provides clear direction, strategic decision making, and risk management to navigate challenges and seize opportunities. This fosters trust among stakeholders, including investors, employees, customers, and the community.	Not Applicable	There is positive financial implication from leadership and governance
2	ESG	O	There is growing emphasis on sustainability, ethical governance, and social responsibility. Followings have made ESG considerations essential for businesses, investors and stakeholders: <ul style="list-style-type: none"> <li>● Market Demand and consumer preference;</li> <li>● Regulatory requirements;</li> <li>● Stakeholders expectations;</li> <li>● Risk mitigation and resilience;</li> <li>● Cost efficiency and reduction in Co2.</li> </ul>	Not Applicable	There is positive financial implication from ESG.
3	Plastics	R	Plastics pose significant environmental, health, and economic risks, making its essential to identify and assess its impact. Use of plastic has direct and indirect impact on human health.	The Company endeavors to minimize use of plastic. Also, the Company is EPR compliant and the plastic waste is handled/disclosed in accordance with the applicable regulations.	There is negative implication from plastics.
4	Waste	R	The waste is generated at various stages of manufacturing right start from the procuring inputs material to delivery of the products. Inadequate waste management practices can lead to environmental pollution and non-compliance with waste disposal regulations. This can also result in health and safety hazards for employees and surrounding communities.	<ul style="list-style-type: none"> <li>● Plants monitor, segregate and store different types of wastes generated as per their nature.</li> <li>● Plants focus to reduce the quantity of waste generated by adopting adequate measures.</li> <li>● Waste generated at plants is disposed-off as per the waste management rules.</li> </ul>	There is negative implications from waste.

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)
5	Wastewater	R	The wastewater generated from industrial operations together with the domestic sewage is harmful. Casual disposal of industrial wastewater can cause potential environmental pollution and damage to the quality of the crops.	Effluent treatment plants and Sewerage treatment plants are installed at plants for treatment of wastewater and domestic sewerage. The Company strives to re-use its treated water in gardening and other sources.	There is Negative Implications
6	Employee health, safety and well being	O	Employee health, safety, and well-being enhance productivity, reduce risks, and create a positive workplace culture. The areas for identifying opportunities are: <ul style="list-style-type: none"> <li>Reducing workplace accidents and incidents;</li> <li>Adapting to changing environment.</li> </ul>	The Company's plants are ISO 45001:2018 Certified to ensure the implementation of Occupational Health and Safety (OHS) Management system. The concerned teams identifies work related hazards through Hazard Identification and Risk Assessment (HIRA) and takes appropriate measures to mitigate those hazards.	There is positive financial implication from Employee health, safety and wellbeing.
7	Information technology & Cyber Security	O/R	The company faces IT risks from both internal sources, such as vulnerabilities within its own systems, and external factors, including cyber-attacks or natural disasters.  IT also plays an essential role in operations. In manufacturing for instance, AI- powered automation is reducing waste, predicting equipment failures and streamlining supply chains minimizing costs and boosting output.	Information risk and cyber security are managed strategically. Through a cohesive programme of initiatives, we mitigate significant business risks while positively influencing business and brand value, growth, stability and overall success. We continue to drive measurable improvements in cyber security capabilities.	There is both positive and negative financial implication from artificial intelligence
8	Regulatory Environment	R	Timely and correct adherence to the statutory/regulatory compliances, reduces risk of fines and penalties.	We endeavor 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
9	CSR	O	It is the duty of a responsible Corporate Citizen to contribute to the society towards sustainable economic development.  The CSR requirements provides a framework to the Company to discharge its responsibilities in a better way.	The Company strives to reach the community through its CSR activities by helping in every manner possible i.e. food, education, sensitization, promoting women empowerment, etc.	Positive Implications

## 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.

<b>P1</b>	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
<b>P2</b>	Businesses should provide goods and services in a manner that is sustainable and safe
<b>P3</b>	Businesses should respect and promote the well-being of all employees, including those in their value chains
<b>P4</b>	Businesses should respect the interests of and be responsive towards all its stakeholders
<b>P5</b>	Businesses should respect and promote human rights
<b>P6</b>	Businesses should respect, protect and make efforts to restore the environment
<b>P7</b>	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
<b>P8</b>	Businesses should promote inclusive growth and equitable development
<b>P9</b>	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	<p>Company has policies for covering respective principles duly approved by the Board or CSR &amp; ESG Committee.</p> <p>Company's policies cover principle and its core elements of the NGRBCs:</p> <ol style="list-style-type: none"> <li>1. ESG Policy</li> <li>2. Code of Conduct &amp; Ethics</li> <li>3. EHS Policy</li> <li>4. Equal Opportunity Policy for Person with Disability</li> <li>5. Gender Parity in Recruitment Policy</li> <li>6. Grievance Redressal Policy</li> <li>7. Human Rights Working Condition</li> <li>8. Risk Management Policy</li> <li>9. CSR Policy</li> <li>10. Whistle Blower Mechanism</li> <li>11. Sexual Harassment Policy</li> <li>12. Policy on Related Party Transaction</li> <li>13. Code of Conduct for Insider Trading &amp; Fair Disclosure</li> </ol> <p>All these policies are available at <a href="https://www.jaispring.com/esg-related-policies.html">https://www.jaispring.com/esg-related-policies.html</a>. The access to the other policies are available to the employees and concerned stakeholders on need basis.</p>								
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 and 7 are applicable to our value chain partners.								

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management process</b>										
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.	<ul style="list-style-type: none"> <li>IATF 16949 First Edition 2016-10-01: Quality Management System</li> <li>ISO 14001:2015: Environmental Management System</li> <li>ISO 45001:2018: Occupational Health &amp; Safety Management System.</li> <li>TPM excellence award from JITPI, Japan Institute of TPI:                             <ul style="list-style-type: none"> <li>Jamshedpur Plant (Year 2018)</li> <li>Malanpur Plant (Year 2017)</li> <li>Yamuna Nagar Plant (Year 2017)</li> <li>Chennai Plant (Year 2025)</li> </ul> </li> </ul>								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Yes. Key Performance Indicators focusing on sustainability, governance and social impact have been finalized and are available on the Company's website.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	To achieve our ESG KPIs, the CSR & ESG Committee of the Board finalized the ESG organizational structure. Additionally, we have partnered with the ACMA Mobility Foundation (Automotive Component Manufacturers Association) to guide us in the implementation of ESG practices.								

## Governance, Leadership & Oversight

Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements

We recognize the importance of sustainable practices and are committed to integrating Environmental, Social, and Governance (ESG) principles into our operations. To ensure the effective implementation of ESG initiatives, we have undertaken several strategic measures. The scope of CSR Committee of the Board has been expanded to include oversight of ESG-related activities. We have partnered with the ACMA Mobility Foundation to provide expert guidance on ESG practices. Our ESG policy has been formulated and approved by the Board of Directors. Key Performance Indicators (KPIs) focused on sustainability and social impact have been finalized. Additionally, an ESG Governance Structure has been established to oversee and drive ESG efforts across the organization, functioning across three key operational levels.

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. 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	The Company's sustainability practices are being implemented at the plant level in alignment with the National Guidelines on Responsible Business Conduct (NGRBC) principles. A dedicated Cross-Functional Team (CFT) at each plant drives these initiatives, meeting two to four times a month to monitor progress and execute action plans. At the corporate level, the ESG Governing Council reviews plant-level sustainability practices to assess progress and ensure alignment with the company's ESG objectives. Overall oversight is provided by the CSR & ESG Committee of the Board, which evaluates the company's sustainability performance on a quarterly basis.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with the statutory requirements as applicable.								
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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	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	Reason								
	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)									

## 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, SEBI Insider trading Regulations, Code of Conduct, whistle blower mechanism, ESG, initiative through CSR.	100
Key Managerial Personnel		Impact: Good Governance practices and timely compliance.	100
Employees other than BoD and KMPs & Workers	17	<p>Technical Based Training Programme:</p> <ul style="list-style-type: none"> <li>i. Product training;</li> <li>ii. EHS and ISO 14001 &amp; 45001 Trainings,</li> <li>iii. Material Handling &amp; Control,</li> <li>iv. Maintenance of quality as per 5s,</li> <li>v. Utility operation and assembly matching,</li> <li>vi. Hazard identification and risk assessment training (HIRA),</li> <li>vii. Awareness on chemical safety &amp; MSDS,</li> <li>viii. ERT team role &amp; responsibility training,</li> <li>ix. Kaizen &amp; Poka Yoke,</li> <li>x. Packing Standards,</li> <li>xi. Cost of Poor Quality,</li> <li>xii. Defect Identification.</li> </ul> <p>Safety Based Training Programme:</p> <ul style="list-style-type: none"> <li>i. Safety Awareness,</li> <li>ii. Fire Hydrant &amp; Fire fitting, Mockdrills,</li> <li>iii. My health my right,</li> <li>iv. Electrical control,</li> <li>v. Snake bite management,</li> <li>vi. Work permit system &amp; high work safety training,</li> <li>vii. First Aid Training. Environment safety Training. (Aspect &amp; impact),</li> <li>viii. Fork Lift driver safety Training – External</li> </ul>	

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		<p>Skills Trainings:</p> <ul style="list-style-type: none"> <li>i. Product &amp; process knowledge, personality development,</li> <li>ii. Customer complaints awareness, problem solving tools,</li> <li>iii. 4M Change Management,</li> <li>iv. Communication &amp; Presentation Skills,</li> <li>v. Conflict Resolution,</li> <li>vi. Work Life Balance,</li> <li>vii. Organizational Behavior &amp; Team Building,</li> <li>viii. Awareness of Statutory &amp; Legal Requirements,</li> <li>ix. Anger Management and Professional &amp; Personal Etiquettes,</li> <li>x. Time Management,</li> <li>xi. Company Policies &amp; Ethics, Positive Attitude/ Leadership</li> </ul> <p>Impact: Bringing in overall improvement in the performance of the employees to enhance the organisational efficiency.</p>	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)	
a	Penalty/ Fine Settlement/ Compounding fee	P1	BSE Limited and National Stock Exchange of India Limited	6,98,560/-	NSE and BSE levied fines of Rs.3,49,280 each for delayed compliance with Regulations 18(1), 19, 20, and 21(2) of SEBI (LODR) Regulations, 2015. The Company paid the fines and submitted waiver requests with explanations. NSE has waived the fine, while the BSE application is currently pending.	Yes
b	Penalty/ Fine Settlement/ Compounding fee	P1	BSE Limited and National Stock Exchange of India Limited	5,07,200/-	NSE and BSE imposed fines of Rs.1,71,100 each, plus Rs.82,600 each, for delayed submission of financial results under Regulation 33 of SEBI (LODR) Regulations, 2015, caused due to a ransomware attack on July 5, 2024. The results were submitted to both Stock Exchanges on September 27, 2024. The Company has paid the fines and did not prefer an appeal.	No

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
In respect of the penalty imposed by BSE and NSE, as mentioned under sub-point (a) of point 2 above, the Company has submitted applications to both exchanges requesting a waiver of the fines, along with an explanation of its position. NSE has granted the waiver, whereas the application submitted to BSE is currently under review.	BSE Limited and National Stock Exchange of India Limited

**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 Company follows zero tolerance to all forms of corruption. Anti-corruption and anti-bribery provisions are integral to the Company's Code of Conduct & Ethics, which is accessible on the its website at <https://www.jaispring.com>. Furthermore, the Company enforces anti-bribery and anti-corruption practices by incorporating relevant clauses into its contracts with business partners.

**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 2024-25	FY 2023-24
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 FY2024-25.	
KMPs		
Employees		
Workers		

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

	FY 2024-25		FY 2023-24	
	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 2024-25	FY 2023-24
Number of day of accounts payables	14.30	11.27

## 9. Open-ness of business

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

Parameter	Metrics	FY 2024-25	FY 2023-24
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	23.1%	20%
	b. Number of dealers / distributors to whom sales are made	952	991
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	22%	23%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.2%	0.2%
	b. Sales (Sales to related parties / Total Sales)	5.7%	7.4%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	99.5%*	98.80%*
	d. Investments ( Investments in related parties / Total Investments made)	98%*	100%*

\* Loans & advances are given and investments are made to wholly owned subsidiaries of the Company.

## 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	19	a) Skill Training b) Product use & Knowledge c) Health & Safety d) Working conditions e) Environmental & Statutory compliances f) Quality & Environmental health check up  Our value chain partners, both upstream (suppliers) and downstream (customers), play a crucial role in our business ecosystem. Collectively, they contribute approximately 90% of our purchases or sales by value. These partners primarily comprise major corporations that have voluntarily adopted or are mandated to follow the Business Responsibility and Sustainability Reporting framework.	92% approximately

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
		<p>With our core value chain partners already prioritizing Environmental, Social, and Governance (ESG) principles, we are uniquely positioned to amplify our collective impact. By fostering collaboration, sharing best practices, and aligning sustainability goals, we can drive meaningful change across the industry.</p> <p>For other partners in our value chain we have conducted social meets to provide essential guidance on product use and knowledge, safety and well-being, environmental and statutory compliance, and quality and environmental health checkups. These initiatives strengthen our commitment to collaborative growth, regulatory adherence, and sustainable business practices, ensuring alignment with our shared vision.</p>	

**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. If yes, provide details**

Yes. The Company's Code of Conduct and Ethics requires directors to act with integrity and avoid any conflicts of interest in their dealings with or on behalf of the Company. Directors also need to provide annual confirmation affirming that they have complied with all provisions of this Code of Conduct and Ethics.

Directors are also required to disclose yearly, to the Board of Directors their concern and interest in other companies, bodies corporate, firms, or associations, including shareholdings. All contract or transaction in which a Director is concerned or interested is conducted in compliance with the company's Related Party Transaction Policy, Companies Act, 2013 and SEBI (LODR) Regulations, 2015 and the interested Director neither participates in discussion on such contract or transaction nor vote on any resolution related to such contract or transaction.

**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 2024-25	FY 2023-24	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 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**

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 partnered with authorized waste management service providers for responsible collection and disposing the plastic waste as per the Plastic Waste Management Rules, 2016.
- (b) **E-waste** - The units disposes 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 vendors.
- (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, the EPR provisions under the Plastic Waste Management & Handling Rules, 2016 are applicable to the Company. We are registered as a "Brand Owner" and as an "Importer" with the CPCB and have complied with the requirements of the Registration for the FY 2024-25.

## 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 2024-25	FY 2023-24

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:

	FY2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste				Nil		
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
	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	572	572	100	572	100	0	0.00	0	0	0	0
Female	23	23	100	23	100	23	100	0	0	0	0
<b>Total</b>	<b>595</b>	<b>595</b>	<b>100</b>	<b>595</b>	<b>100</b>	<b>23</b>	<b>3.87%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Other than Permanent employees											
Male	32	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
<b>Total</b>	<b>42</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>10</b>	<b>23.81</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	450	450	100	450	100	0	0.00	0	0	0	0
Female	6	6	100	6	100	6	100	0	0	0	0
<b>Total</b>	<b>456</b>	<b>456</b>	<b>100</b>	<b>456</b>	<b>100</b>	<b>6</b>	<b>1.32</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Permanent workers											
Male	2691	0	0	0	0	0	0	0	0	0	0
Female	115	0	0	0	0	115	100	0	0	0	0
<b>Total</b>	<b>2806</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>115</b>	<b>4.10</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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)
Other than Permanent workers											
Male	The Company is committed to the well-being of its workforce by ensuring the provision of all statutory benefits, including maternity benefits and coverage under the Employees' State Insurance Act, 1948. In the unfortunate event of an employee's demise while in service, financial assistance of Rs. 3.25 lakhs is extended to the legal dependents. Additionally, under the Employees' Deposit Linked Insurance (EDLI) scheme, an amount ranging from Rs. 2.5 lakhs to ₹ Rs. 7 lakhs is provided, offering crucial financial support to the bereaved family—even in the case of non-permanent employee.										
Female											
Total											

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

Parameter	FY 2024-25	FY 2023-24
Cost incurred on well- being measures as a % of total revenue of the company	7.79%	0.082%

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

Benefits	FY 2024-25			FY 2023-24		
	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. If NA, provide details**

Yes, the Company has policy on Equal Opportunity Policy and the policy is in compliance with provision of Rights of persons with Disability Act, 2016 and Rights of Persons with Disability Rules, 2017 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.**

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male				
Female	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%.			
Total				
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 policy on Grievance/Complaint Redressal System to support employees and worker. The policy available on company's website at <a href="https://www.jaispring.com/">https://www.jaispring.com/</a>	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 2024-25			FY 2023-24		
	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	595	-	-	587	-	-
- Male	572	-	-	571	-	-
- Female	23	-	-	16	-	-
Total Permanent Workers	456	-	-	474	-	-
- Male	450	-	-	463	-	-
- Female	6	-	-	11	-	-

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

Category	FY 2024-25					FY 2023-24				
	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	604	576	95.36	553	91.56	584	544	93.15	504	86.30
Female	33	20	60.61	18	54.55	19	9	47.36	9	47.36
Total	637	596	93.56	571	89.64	603	553	91.70	513	85.07
WORKERS										
Male	3141	2826	89.97	2207	70.26	2944	2484	84.37	1994	67.73
Female	121	107	88.43	77	63.64	44	36	81.81	19	43.18
Total	3262	2933	89.91	2284	70.02	2988	2520	84.33	2013	67.36

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	604	527	87.25	584	504	86.30
Female	33	20	60.61	19	11	57.89
Total	637	547	85.87	603	515	85.40
WORKERS						
Male	3141	2501	79.62	2944	2144	72.82
Female	121	74	61.16	44	24	54.54
Total	3262	2575	78.94	2988	2168	72.55

## 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 has established Environmental, Health, and Safety (EHS) Policy, which is available on Company's website at [www.jaispring.com](http://www.jaispring.com). Company's plants are ISO 45001: 2018 certified for occupational Health and safety Management Systems. The Company regularly conducts Health and Safety training sessions for both its employees and workers, emphasizing the importance of recognizing and reporting any unsafe practices and conditions. These training programs ensure 100% coverage, reinforcing the Company's commitment to a safe and responsible work environment.

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

As mentioned in Point (a) above, our plants are ISO 45001 certified, ensuring a systematic approach to identifying potential risks and implementing effective mitigation plans. We proactively detect hazards in our processes through the Hazard Identification and Risk Assessment (HIRA) methodology. To reinforce workplace safety, all plants conduct regular training programs focused on risk mitigation. Additionally, our processes undergo periodic reviews to uphold a safe and secure working environment for all employees.

As part of our commitment to health and safety, we have established a comprehensive Environment, Health, and Safety (EHS) policy. Training and awareness sessions on various work-related hazards are conducted to enhance employee safety and well-being.

### 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. Standard suggestion forms are available in shop floor and any worker can make suggestion and put the same in suggestion box. If any suggestion is accepted and results in improvement the worker is also suitably rewarded.

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

Yes, our plants where mandated by the Factories Act, are equipped with Occupational Health Centers (OHC) or dispensaries. These health centers are staffed by qualified doctors and paramedical personnel, providing employees and workers access to medical treatment for non-occupational ailments. Plants are also having tie-ups with nearby hospitals to ensure timely medical assistance in case of emergencies. Employees or workers are also covered under the Employees' State Insurance (ESI) scheme and medical insurance, based on their eligibility, ensuring comprehensive healthcare support for both occupational and non-occupational medical needs.

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

Safety Incident/Number	Category (including contract workforce)	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	52
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	0	39
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	4

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

- i. Trainings:** Safety training is one of the important measures strategy to improve work conditions and safety. Many accidents can be avoided once the workers are made aware of the work hazards and the preventive control measures through planned training. Employees and workers are provided periodical trainings on various topics such as first aid, stress management, TPM, Fire Hydrant System, Fire & Safety, 5s, Product quality, product knowledge, technical training etc.
- ii. Mock Drills:** We conduct mock drills to review our preparedness in a situation of emergencies like fire, natural disaster and other hazards. Improvement areas are identified for effective response and readiness.
- iii. Action Plan:** Action plans are made and executed in phased manner to eliminate the hazards & risks associated to Health, Safety & Environment. Safe and healthy work conditions are also assured through HIRA, analysis of accidents, near miss incidents & unsafe conditions and acts, corrective and preventive actions by safety officers.

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

Particulars	FY 2024-25			FY 2023-24		
	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:**

Particulars	% 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 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.

### 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 vendors and suppliers 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:

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees				
Workers		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, 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	92% 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 identified in the assessment of our value chain partners. We expect our partners and their employees or contractors to report actual or suspected breaches to their concerned departments. By working with partners to overcome any issues, we support the betterment of their business and, most importantly, promote respect for human rights.

## 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 stakeholders based on their influence and its impact on them. The Company also believes in being a neighbor of choice and works in consultation with neighborhood communities in and around the vicinity of its business operations as well as in some of the aspirational districts beyond the neighborhood.

#### 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
<b>Vendors &amp; Suppliers</b>	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.
<b>Employees/ Workers</b>	No	Emails, Notices, Zing HR (HCM Software) /Ramco-HR module and Trainings,		Career/ performance discussion, Wellbeing of employees & workers, Training & awareness, Identify and report human rights issues.
<b>Shareholder/ Investor</b>	No	Stock Exchange, Email, Newspaper and Website		Dissemination of information having a bearing on the performance/ operations of the Company including price sensitive information, updating Shareholders on various statutory requirements with respect to their shareholding in the Company, addressing shareholders' queries and timely dividend payout to the shareholders.
<b>Customers</b>	No	OEM Customer: Meetings and Emails AMI Customers: Meetings, Emails, Pamphlet and Advertisements		Sale strategies and understanding Customers requirements, Grievances handling and maintaining the quality standards.
<b>Communities &amp; NGOs</b>	Yes	Community Meetings		Environment Conservation, supporting sports through sponsorships, facility upgrades, and event sponsorships, promoting skills training and education, and community outreach.
<b>Government Bodies</b>	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 our stakeholders is carried out by the respective functional teams in consultation with the leadership team by following open communication and a collaborative problem-solving approach. Feedback from various stakeholder groups on environmental, social, and economic topics is shared with the CSR & ESG Committee. In addition, the CSR team actively supports and cares for the communities in the neighborhood.

**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, Stakeholder consultation is paramount to us in building long-term, value-driven relationships. We actively seek to understand the needs and priorities of each stakeholder group through direct and indirect engagement, delegated committees, and specialized teams.

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

We engage with vulnerable and marginalized stakeholder through CSR outreach programs. These initiatives go beyond philanthropy, encompassing holistic community development, institution-building, and sustainability-driven efforts. Our CSR Policy is designed to provide a focused approach to community development, addressing key areas such as water conservation, health and hygiene, skill development, livelihood opportunities, social advancement, gender equality, women's empowerment, environmental sustainability, and rural development. Below are some key initiatives undertaken to address the concerns of vulnerable and marginalized groups:

1. Dip Jyoti Kalita, trained through Jamna Auto's CSR sewing course, turned adversity into opportunity by starting a successful home-based tailoring business in Assam. She now earns Rs 20,000-Rs 25,000 monthly and empowers others, including her sister, through skill-sharing.
2. Nisha Rani, a mother of two, transformed her life through Jamna Auto's CSR Beautician Course by starting a successful home-based parlour in her village. Now earning Rs 10,000- Rs15,000 monthly, she plans to expand her services, inspiring self-reliance in her community.
3. Rohit Kalra, driven by family hardship, completed a Graphic Designing course through Jamna Auto's CSR School of Employability. He now works as a Designer and Video Editor in Yamuna Nagar, earning Rs15,000 monthly and proving that timely support can spark life-changing opportunities.
4. Golden Handa, son of a labourer, completed computer training through Jamna Auto's CSR initiative and secured a part-time billing job earning Rs.10,000 monthly. While pursuing graduation, he's now on the path to a white-collar career, bringing hope and stability to his family.
5. Polina Bisra, a 42-year-old mother from Jamshedpur, overcame her digital skill gap by enrolling in Jamna Auto's Computer Course, inspired by her children. Now confidently managing Excel and MIS tasks in her job, she proves it's never too late to learn and grow.

## PRINCIPLE 5

BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

### ESSENTIAL INDICATORS

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	595	524	88.07	587	540	91.99
Other than permanent	42	22	52.38	16	8	50
<b>Total Employees</b>	<b>637</b>	<b>546</b>	<b>85.71</b>	<b>603</b>	<b>548</b>	<b>90.87</b>
<b>Workers</b>						
Permanent	456	314	68.86	474	411	86.70
Other than permanent	2806	1821	64.90	2514	2432	96.73
<b>Total Workers</b>	<b>3262</b>	<b>2135</b>	<b>65.45</b>	<b>2988</b>	<b>2843</b>	<b>95.14</b>

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>	595	0	0	595	100	587	0	0	587	100
Male	572	0	0	572	100	571	0	0	571	100
Female	23	0	0	23	100	16	0	0	16	100
<b>Other than permanent</b>	42	0	0	42	100	16	0	0	16	100
Male	32	0	0	32	100	13	0	0	13	100
Female	10	0	0	10	100	3	0	0	3	100
<b>Workers</b>										
<b>Permanent</b>	456	2	0.44	454	99.56	474	29	6.11	445	93.89
Male	450	1	0.22	449	99.78	463	25	5.40	438	94.60
Female	6	1	16.67	5	83.33	11	4	36.37	7	63.67
<b>Other than permanent</b>	2806	726	25.87	2080	74.13	2514	680	27.08	1833	72.92
Male	2691	688	25.57	2003	74.43	2481	650	26.20	1831	73.80
Female	115	38	33.04	77	66.96	33	30	90.90	3	9.10

**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)	7	9,60,000	1	2,40,000
Key Managerial Personnel	3	81,08,648	-	-
Employees other than BoD and KMP	584	4,32,000	19	4,80,000
Workers	2944	3,60,000	44	3,84,000

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	18.00%	15.20%

**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 Resource Department serves as the nodal point for addressing concerns related to human rights at the workplace. The Human Resources Department is responsible for implementing the Company's Working Conditions and Human Rights Policy, ensuring compliance and addressing any workplace human rights concerns.

The Company is committed to upholding human rights and maintaining ethical working conditions. The Company's Working Conditions and Human Rights Policy strictly prohibits child labor, forced labor, discrimination, and harassment. The policy promotes fair wages, reasonable working hours, freedom of association, and equal opportunities, with emphasis on women's rights and gender equality. The Policy is available at the website of the Company at [www.jaispring.com](http://www.jaispring.com).

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

Any concerns or complaints regarding human rights are resolved through the established Grievance Redressal System available at the website of the Company at [www.jaispring.com](http://www.jaispring.com). Grievances are initially addressed through informal discussions in an effort to resolve the issue amicably. If the grievance remains unresolved, the employee may submit a written complaint to their supervisor or department head, or place the complaint in the grievance box located at the factory gate. The supervisor or department head will investigate the matter within 3 working days and propose corrective action, mediation, or other measures to resolve the grievance. If any party involved is not satisfied with the investigation or outcome, they may escalate the issue to the HR Head as per the Grievance Redressal System. The HR Head will review and resolve the grievance within 5 working days. If dissatisfaction remains, a further appeal can be made to the Chairman of the Grievance Redressal Committee and subsequently to the Unit Head, in accordance with the Grievance Redressal System.

The Company also has a Whistleblower 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](http://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.

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

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

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

To prevent any adverse consequences for complainants, all complaints are handled with strict confidentiality to protect the complainant's identity. Additionally, the Whistleblower Mechanism provides a secure and anonymous channel for reporting grievances without fear of retaliation.

**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 contract/agreement.

**10. Assessments for the year:**

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

The Company ensures the protection of human rights at workplace by implementing and monitoring policies that safeguard employee rights and well-being. The Company strictly prohibits the engagement of child labor and forced labor in its workplace. Employees and workers are regularly familiarized with their rights and responsibilities under the Company's policies and procedures. Furthermore, as part of its diversity and inclusion efforts, the Company continues to increase female workforce participation, with more than 90 female employees and workers added to various units during the year.

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

The Company upholds human rights at the workplace through policies that protect employee rights and well-being, strictly prohibiting child and forced labor. Employees are regularly educated on their rights and responsibilities. As part of its diversity and inclusion initiatives, the focus is on to increase female workforce participation.

The Company has implemented a Working Conditions and Human Rights Policy that applies across all its facilities, including plants, offices, and establishments, as well as those of its subsidiaries. The policy also extends to contractors, suppliers, vendors, and business partners. It reinforces the Company's commitment to human rights through regular audits, assessments, and targeted training and awareness programs that educate workers and employees about their rights and responsibilities. The policy is available on the Company's website at [www.jaispring.com](http://www.jaispring.com).

The Company internally assess the effectiveness and efficiency of Human rights policy 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:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	approximately 92%
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	2024-25 (Current FY) (units in Megajoules)	2023-24 (Previous FY) (units in Megajoules)
<b>From renewable sources</b>		
Total electricity consumption (A)	2,06,68,312.48	1,78,32,124.80*
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	2,06,68,312.48	1,78,32,124.80*
<b>From non-renewable sources</b>		
Total electricity consumption (D)	15,06,53,200.00	18,13,08,879.31*
Total fuel consumption (E)	22,52,35,449.14	25,62,01,580.33*
Energy consumption through other sources (F)	6,72,54,92,208.06	7,65,01,35,619.48*
Total energy consumed from non-renewable sources (D+E+F)	7,10,13,80,857.20	8,08,76,46,079.12*
Total energy consumed (A+B+C+D+E+F)	7,12,20,49,169.68	8,10,54,78,203.92*

Parameter	2024-25 (Current FY) (units in Megajoules)	2023-24 (Previous FY) (units in Megajoules)
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.32	0.34*
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	6.51	6.94*
Energy intensity in terms of physical output	**	**
Energy intensity (optional) " the relevant metric may be selected by the entity	-	-

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

\*\* It is impracticable to measure intensity in terms of physical output as Company's total production cannot be expressed using a single physical unit.

**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	2024-25 (Current FY)	2023-24 (Previous FY)
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	1,32,490	1,72,654
(iii) Third party water	39,193	35,789
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	1,71,683	2,08,443
Total volume of water consumption (in kiloliters)	1,71,683	2,08,443
Water intensity per rupee of turnover (total water consumption/revenue from operations)	0.00000776	0.00000882
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000156	0.000178
Water intensity in terms of physical output	*	*
Water intensity (optional) - the relevant metric may be selected by the entity		

\* It is impracticable to measure intensity in terms of physical output as Company's total production cannot be expressed using a single physical unit.

**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, Chennai, Hosur, Jamshedpur and Yamuna Nagar do their independent assessment from the external agency on yearly basis i.e. M/s. Ideal enviro services & consultants for Chennai unit, M/s. Excellence Laboratories for Hosur unit, M/s. Shiva Enviro Lab and Research Centre for Jamshedpur and M/s. Spectra Analytic Labs for Yamuna Nagar.

4. Provide the following details related to water discharged:

Parameter	2024-25 (Current FY)	2023-24 (Previous FY)
Water discharge by destination and level of treatment (in kiloliters)		
(i) 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	16,582	19,620
<b>Total water discharged (in kiloliters)</b>	<b>16,582</b>	<b>19,620</b>

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

Yes, Chennai, Hosur, Jamshedpur and Yamuna Nagar do their independent assessment from the external agency on yearly basis i.e. M/s. Ideal enviro services & consultants for Chennai unit, M/s. Excellence Laboratories 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. In FY2024-25, the effluent treatment plants at the Jamshedpur and Chennai units were upgraded to ZLD.

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

Parameter	Please specify unit	2024-25 (Current Financial Year)	2023-24 (Previous Financial Year)
NOx	MT	4.77	4.81*
SOx	MT	4.79	4.71*
Particulate matter (PM)	MT	11.62	11.67*
Persistent organic pollutants (POP)	MT	-	-
Volatile organic compounds (VOC)	MT	-	-
Hazardous air pollutants (HAP)	MT	-	-
<b>Others - please specify</b>			

\*Previous year details have been rationalize 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 labs are conducted for Malanpur unit from M/s. Advanced Environmental Testing and Research Lab Pvt. Ltd; Yamuna Nagar unit from M/s. Spectra Analytic Labs, M/s. Shiva Enviro Lab and Research Centre for Jamshedpur Unit Hosur, unit from M/s. Excellence Laboratories and Chennai unit from M/s. SMS Labs services Pvt. Ltd.

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

Parameter	2024-25 (Current FY) (in MT of CO2 Equivalent)	2023-24 (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)	51,148	58,180*
Total Scope 2 emissions ( Break-up of the GHG into CO 2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	30,028	34,904*
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	0.00000367	0.00000394*
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)	0.0000742	0.0000797*
Total Scope 1 and Scope 2 emission intensity in terms of physical output	**	**
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	-	-

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

\* \*It is impracticable to measure intensity in terms of physical output as Company's total production cannot be expressed using a single physical unit.

**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.

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

We have embarked upon a journey to achieve Net-Zero Emissions by FY 2050. For the FY 2025-26 our target is to achieve 6% reduction in CO2 emissions in scope 1 and scope 2 activities. Please refer to answer of point no. 4 of leadership indicator of this principle at page no. 75.

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

Parameter	2024-25 (Current FY)	2023-24 (Previous FY)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	14.61	10.24
E-waste (B)	2.56	3.39
Bio-medical waste (C)	0.03	0.01
Construction and demolition waste (D)	0	0
Battery waste (E)	0.05	0.04
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	701.83	603.99
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	467.20	696.90
Total (A+B + C + D + E + F + G + H)	1,186.28	1,314.57
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000005	0.00000006
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000108	0.00000113
Waste intensity in terms of physical output	*	*
Waste intensity (optional) - the relevant metric may be selected by the entity		

Parameter	2024-25 (Current FY)	2023-24 (Previous FY)
<b>For each category of wasted, total wasted recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of Waste</b>		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	-	-
<b>For each category of wasted, total wasted recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of Waste</b>		
(i) Incineration	144.41	120.87**
(ii) Landfilling	313.00	379.32**
(iii) Other disposal operations	447.92	382.24**
<b>Total</b>	905.33	882.42**

\* It is impracticable to measure intensity in terms of physical output as Company's total production cannot be expressed using a single physical unit.

\*\*Previous year details have been rationalize 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 labs are conducted for Hosur, unit from M/s. Excellence Laboratories and Chennai unit from M/s. Nikkesh Enterprises.

**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.57.

**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
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 kilolitres)
Total volume of water consumption (in kilolitres)
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 kilolitres)

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

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

Parameter	Unit	FY 2024-25	FY 2023-24
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		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.

**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.**

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. However, in our CSR activities, we work towards promoting environmentally friendly practices in the communities surrounding our units such as tree planting, conducting awareness campaigns on waste management, and promoting recycling and waste reduction. We promote water conservation techniques and fuel amongst communities and central to our initiatives is the 'No-to-Plastic' campaign.

**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	<b>Energy Consumption &amp; Conservation</b>	<p>The Company has adopted cleaner fuels and green energy across most of its plants by transitioning from Light Diesel Oil (LDO), Furnace Oil (FO), and conventional grid power to more environmentally friendly alternatives.</p> <ol style="list-style-type: none"> <li>The Company has adopted cleaner fuels in most of its plants by transitioning from Light Diesel Oil (LDO) and Furnace Oil (FO) to gases and other environmentally friendly alternatives. The Malanpur, Chennai, Yamuna Nagar, and Hosur plants have, fully or partially, switched to LPG or LNG for their operations.</li> <li>The Company is transitioning from diesel-powered to battery-operated forklifts.</li> <li>The Company is planning to enter into a long-term agreement for the supply of renewable energy to its plants, as part of its commitment to sustainable practices and reducing its carbon footprint.</li> <li>Rooftop solar panels are being installed on office buildings across plant locations to save energy and reduce electricity costs.</li> </ol>	<ol style="list-style-type: none"> <li>Reduction in GHG emissions;</li> <li>Improve air quality;</li> <li>Minimize workplace noise pollution;</li> </ol>

S. No.	Project	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
		<p>The Company has been actively implementing measures to reduce fuel and power consumption across its operations.</p> <ol style="list-style-type: none"> <li>1. Work shift schedules at the plants have been restructured to minimize equipment idle time, thereby contributing to a reduction in overall fuel consumption.</li> <li>2. Fuel meters are being installed on machines to monitor and analyze fuel consumption more effectively.</li> <li>3. Identify and repair leaks in pipelines to reduce wastage and improve energy efficiency by optimizing flow systems.</li> <li>4. Improving furnace OEE and productivity by optimizing process parameters, minimizing heat losses to reduce fuel usage.</li> <li>5. Energy-efficient fans are being installed to lower power consumption across plants. The Pune and Jamshedpur plants have already transitioned to BLDC fans, and other plants are in the process of adopting BLDC or other energy-efficient fan.</li> <li>6. The Jamshedpur plant has installed hybrid street lights to reduce power consumption, with similar initiatives planned for all other plants.</li> <li>7. Converting low-efficiency motors to high-efficiency motors for power savings and reduce operational costs.</li> </ol>	<ol style="list-style-type: none"> <li>1. Reduction in GHG emissions;</li> <li>2. Improve air quality;</li> <li>3. Improved fuel tracking. Expected 3 to 5% fuel saving;</li> <li>4. Reduction in power usage;</li> <li>5. 50-60% reduction in fan energy use;</li> <li>6. Expected 60% energy savings in street lights and night lighting reliability.</li> </ol>
2	<b>Water Consumption &amp; Conservation</b>	<ol style="list-style-type: none"> <li>1. The Effluent Treatment Plants at Jamshedpur and Chennai have been upgraded to Zero Liquid Discharge (ZLD), and the ZLD system has now been implemented at the Chennai, Jamshedpur, and Yamuna Nagar units.</li> <li>2. Maintaining the local water table in the area surrounding the unit by implementing rainwater harvesting systems and recharge earth ponds, and utilizing the harvested rainwater for non-potable purposes.</li> </ol>	<ol style="list-style-type: none"> <li>1. Reduction in fresh water consumption;</li> <li>2. Reduction in water pollution;</li> <li>3. Reduction in liquid waste.</li> </ol>
3	<b>Waste Management</b>	<ol style="list-style-type: none"> <li>1. Replacing traditional effluent treatment plant (ETP) chemicals with eco-friendly chemicals.</li> <li>2. Using robots in painting process instead of manual painting helps uniform paint application and reduce wastage.</li> </ol>	<ol style="list-style-type: none"> <li>1. Reduction in ETP sludge;</li> <li>2. Uniform paint application and reduction in paint waste;</li> <li>3. Lower human exposure to chemicals.</li> </ol>
4	<b>Process &amp; Machinery Automation</b>	<ol style="list-style-type: none"> <li>1. Install DG set emission measurement kits and fumes filtration systems for improved air quality.</li> <li>2. Steps are being taken to prevent heat loss in furnaces to improve energy efficiency.</li> <li>3. If a machine remains idle for more than 5 minutes, the power pack will automatically shut off to save energy.</li> <li>4. Furnace exhaust heat is used to preheat the combustion air through the blower, improving fuel efficiency.</li> <li>5. Implementation of energy conservation measures such as optimizing compressed air consumption through line modifications and addressing leakages</li> </ol>	<ol style="list-style-type: none"> <li>1. Improved emission tracking and compliance;</li> <li>2. Reduction in compressed air loss by 15-20% and energy consumption;</li> <li>3. Saved idle running cost, improved safety;</li> <li>4. Overall energy loss minimization in plants.</li> </ol>

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

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.

The Company has taken public liability insurance under The Public Liability Insurance Act, 1991 to cover accidents occurring due to handling of hazardous substance.

**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 were 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 92% value chain partners were assessed for environmental impacts.

## PRINCIPLE 7

BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

## ESSENTIAL INDICATORS

- a. **Number of affiliations with trade and industry chambers/ associations.** 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 emphasizes effective grievance resolution to build trust with external stakeholders, focusing on active engagement, open communication, and collaborative problem-solving. The Company's CSR team maintains active engagement with local communities, particularly those near its manufacturing units, to understand and address their concerns. Through its CSR policy and ongoing initiatives, the team collaborates with foundations, NGOs, and local authorities to identify and respond to community needs. Any specific grievances raised by the communities are carefully examined and resolved. Unresolved concerns can be formally submitted and will be addressed under the Grievance/Complaint Redressal Policy.

The Company has implemented Grievance/Complaint Redressal Policy to support its engagement with stakeholders. This policy outlines the mechanism for receiving, addressing, and resolving complaints and grievances. Stakeholders whose concerns remain unresolved through the engagement mechanism can submit a formal grievance to [grievance@jaispring.com](mailto:grievance@jaispring.com). The policy is available on the company's website <https://www.jaispring.com>.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	10.58	10.17
Sourced directly from within the district and neighboring districts	25.84	28.67

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 2024-25	FY 2023-24
Rural	0	0
Semi-urban	0	0
Urban	9.5	7.3
Metropolitan	90.5	92.2

## 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 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) (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 is owner of two patents for Air Suspension Systems and Air Suspension Systems for Trailers and holds copyrights in more than 140 designs of products. Company's Trademark 'JAI' is registered in 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
Please refer the link <a href="https://www.jaispring.com/csr.html">https://www.jaispring.com/csr.html</a>			

## 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. The Company emphasizes effective grievance resolution to build trust with external stakeholders, focusing on active engagement, open communication, and collaborative problem-solving. There is a grievance redressal mechanism, discussed below, to receive and address the complaints of the customers/consumers. Consumer concerns are taken for immediate redressal for achieving the customer's satisfaction.

- 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 consumer's complaints/concerns. The complaints can also be made through website of the Company and social media Channel.

3. Value Chain Partners may reach out to their respective relationship manager for any suggestion or immediate redressal of their grievances.
4. In addition, the company has established a Grievance/Complaint Redressal Policy. All grievances and complaints are addressed in accordance with the guidelines outlined in this policy. The policy is available on the company's website at [www.jaispring.com](http://www.jaispring.com).

**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 2024-25 (Current FY)		Remarks	FY 2023-24 (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			Nil			
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.

Last year, the Company encountered a ransomware incident that temporarily disrupted our IT systems, including specific accounting software platforms. The Company has fully recovered from the incident, and no price-sensitive information or critical data was deleted or compromised as a result. In order to enhance our cybersecurity framework, the Company has appointed PKF Algomic as our Cyber Controls Implementation Partner. They are now working with IT team to elevate IT defenses and ensure Company's systems remain robust and secure.

**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: Nil**

- 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](http://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 supplies its products to the OEMs and in aftermarket. In OEM segment the Company has limited scope for education and information to end customer as OEMs do not use the products directly. In After market segment, the Company informs and educates end consumers through its network of retailers, mechanics and field agents by organizing events such as exhibitions, conferences, mechanics meets, corner meets and distributor meets.

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

At Jai, we do 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.