

“Annexure-G”

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

FOR THE FINANCIAL YEAR ENDED ON 31ST MARCH, 2024

[PURSUANT TO REGULATION 34(2)(f) OF THE SEBI (LODR) REGULATIONS, 2015]

(Business Responsibility and Sustainability Reporting (BRSR) is the practice of companies disclosing information about their environmental, social, and governance (ESG) performance. It goes beyond financial reporting to provide stakeholders with a comprehensive view of a company's non-financial impacts and contributions to sustainable development. BRSR covers topics such as environmental impact, social responsibility, and governance practices, aiming to promote transparency and accountability.)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	FY 2023-2024
1.	Corporate Identity Number (CIN) of the Listed Entity	L17110GJ1986PLC008942
2.	Name of the Listed Entity	JINDAL WORLDWIDE LIMITED
3.	Year of incorporation	02 nd September, 1986
4.	Registered office address	“Jindal House”, Opp. Dmart, I.O.C. Petrol Pump Lane, Shivranjani Shyamal 132 Ft. Ring Road, Satellite, Ahmedabad – 380015, Gujarat, India.
5.	Corporate address	“Jindal House”, Opp. Dmart, I.O.C. Petrol Pump Lane, Shivranjani Shyamal 132 Ft. Ring Road, Satellite, Ahmedabad – 380015, Gujarat, India.
6.	E-mail	csjindal@jindaltextiles.com
7.	Telephone	079-71001500-557
8.	Website	http://www.jindaltextiles.com/
9.	Financial year for which reporting is being done	1 st April, 2023 to 31 st March, 2024
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11.	Paid-up Capital	Rs. 20,05,20,400/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Durgesh D. Soni Company Secretary & Compliance officer Contact No.: 079-71001557 Email Id: csjindal@jindaltextiles.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis
14.	Name of assurance provider	-
15.	Type of assurance obtained	-

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Textile and other apparel products	92.71%
2.	Trading	Textile and other apparel products	2.29%
3.	Processing Income	Textile and other apparel products	5.00%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover Contributed
1.	Manufacturing of fabrics	13121	86.21%
2.	Manufacturing of yarn	13139	2.88%
3.	Trading of Cotton	13111	2.28%

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	1	1	2
International	-	1	1

19. Markets served by the entity:

a. Number of locations*

Locations	Number
National (No. of States) **	11
International (No. of Countries)	24

* Markets served through domestic sales and export sales to dealers/ garment factories.

** We have GST registration in One state.

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

9.14%

c. A brief on types of customers

The Company's mission is to become the 'Partner of Choice' for our esteemed customers and stakeholders. We adhere strictly to a "customer first" approach, prioritizing their needs and satisfaction above all. As a business-to-business (B2B) company, we primarily serve end-use industries in domestic markets, ensuring the delivery of high-quality products and services. Our extensive network of dealers enables us to reach customers efficiently. Furthermore, we take pride in our global presence, exporting our products to over 20 countries. Our commitment to customer-centricity and international reach underscores our dedication to delivering value and forging long-term partnerships.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	561	543	96.79%	18	3.21%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	561	543	96.79%	18	3.21%
WORKERS						
4.	Permanent (F)	1001	991	99.00%	10	1.00%
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers (F + G)	1001	991	99.00%	10	1.00%

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	8	2	25.00%
Key Management Personnel	3	1	33.33%

Note: *Mr. Shrikant Jhaveri ceased to be Non-Executive Independent Director of the Company w.e.f 10th May, 2023.

Mr. Sidharath Kapur ceased to be Non-Executive Independent Director of the Company w.e.f 30th January, 2024.

Mr. Mukesh Gupta ceased to be Non-Executive Independent Director of the Company w.e.f 1st February, 2024.

Ms. Jasdev Kaur Rait ceased to be Non-Executive Independent Director of the Company w.e.f 13th April, 2024.

22. Turnover rate for permanent employees and workers

Particulars	FY 2023-2024			FY 2022-2023			FY 2021-2022		
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	31.36%	54.05%	32.13%	33.36%	66.67%	34.62%	33.61%	68.08%	34.92%
Permanent Workers	66%	-	65.65%	105.86%*	-	105.86%	86.57%	-	86.57%

*Internal transfer to Group Companies

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

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

Sr. 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.	Planet Spinning Mills Private Limited	Subsidiary	100%	No
2.	Goodcore Spintex Private Limited	Subsidiary	100%	No
3.	Jindal Mobilitric Private Limited	Subsidiary	99.93%	No
4.	Kashyap Tele-Medicines Limited	Associate	31.25%	No

VI. CSR Details

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

a. Turnover (in Rs.)	18,59,35,49,984/-
b. Net worth (in Rs.)	7,10,48,15,995/-

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) *	FY 2023-2024			FY 2022-2023		
		Current Financial Year			Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	0	0	-	0	0	-
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	743	8	-	808	0	-
Value Chain Partners	Yes	0	0	-	0	0	-
Other (please specify)	Yes	0	0	-	0	0	-

* Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)

Stakeholder group from whom complaint is received	Web Link for Grievance Policy
Communities	The Company have Grievance Handling Policy for all stakeholders which is available on the intranet portal of the Company. Grievance Redressal Mechanism for all stakeholders are available on the Company's website at https://www.jindaltextiles.com/investor.php .
Investors (other than shareholders)	
Shareholders	
Employees and workers	
Customers	
Value Chain Partners	
Other (please specify)	

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

Sr. 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.	Product Design and Innovation	O	In the dynamic textile market, staying competitive and current can be achieved through product design and innovation. By embracing emerging technologies and materials, textile manufacturers can seize new market prospects and enhance their operational efficiency and productivity. Furthermore, innovation in textile materials and manufacturing processes hold the potential to reduce the industry's environmental footprint.	The Company is continuously investing in new innovative technologies across spinning, weaving and processing to bring differentiated products to its customers. One very large opportunity to leverage is 'Recycling'. It ties into 12 th goal of SDG of UN hence it is very relevant for customers.	Positive In this increasingly competitive environment, customers value product design and innovation- they prefer to work with suppliers who offer them innovation across process, products and costs.
2.	Carbon Emissions and Energy Management	R	The process of production in a textile company can contribute notably to its carbon footprint. Besides greenhouse gases (GHGs), the manufacturing process might also release other air pollutants such as sulphur dioxides (SOx), nitrogen oxides (NOx), and other harmful airborne substances.	The Company has successfully initiated usage of sustainable fuels like biomass for generating steam. This is replacing coal thereby reducing GHG emissions. Company is increasing the usage of energy from renewable resources (solar panels) to address scope 1 energy consumption.	Positive Brands globally have high traction for reduction of GHG emissions. This is viewed as an opportunity in terms of increase in business as brands have favourable outlook towards Company's environmental initiatives.
3.	Water and Wastewater Management	R	Water plays a pivotal role in production processes. Businesses with operations that consume large amounts of water may encounter increased risks of operational interruptions due to water scarcity. This can also cause a surge in water procurement costs and capital investments. Concurrently, manufacturing activities produce process wastewater that needs to be treated prior to discharge. Failure to adhere to water quality standards could lead to expenses associated with regulatory compliance and mitigation.	The Company has installed a wastewater recovery facility.	Positive As the Company is into B2B business, water conservation is viewed positively by customers. Therefore, the Company will be a preferred supplier to these customers.
4.	Waste Management	R	Waste is generally produced as a by-product of a company's operational activities, machinery maintenance, and administrative tasks. Inadequate waste management could lead to air pollution, climate change, and a range of direct and indirect consequences on the ecosystem. It may also pose health and safety risks.	At Company we recycle and re-use process waste as well as post industrial waste.	Positive In order to meet sustainable goals companies around the globe are preferring to work with suppliers who can offer fabrics with recycled components. The Company meets with these categories and will continue to meet in future and gain more business opportunities.

Sr. 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.	Responsible Chemical Management	R	Hazardous chemicals can pose threats to the health and safety of both employees and consumers who interact with the products. Various nations enforce limitations or prohibitions on the usage of certain substances, and non-compliance with these regulations can lead to legal difficulties and fines. Also, the Company is responsible for controlling any risks associated with storage and manipulation of hazardous chemicals. Inappropriate handling of these substances, including spills, can inflict damage on the environment and human health, while also exposing the Company to hefty fines and potential damage to its reputation.	There is a robust Chemical Management System (CMS) in place at the Company. This has resulted in our facilities getting certified for credible certifications like ZDHC, OEKOTEX, GOTS. This CMS is continuously monitored by 3 rd party auditors.	Negative It can have a very large negative impact in terms of loss of business if the CMS is not complied with.
6.	Employee Wellbeing	R	Greater employee retention often signifies effective company policies and practices. Conversely, a high rate of employee turnover could signal low employee satisfaction to potential investors. Prioritizing employee welfare can enhance team morale and lower costs associated with recruitment and new employee integration.	During the year under review, safety & skill upgradation training was given to all the employees of the Company.	Negative
7.	Human Rights	R	Companies that prioritize the respect of human rights showcase their dedication to fostering sustainable and mutually advantageous connections with individuals who are influenced or affected by their activities, including customers, communities, employees, and investors. By doing so, they exhibit a genuine concern for the well-being of the people whose lives they engage with.	The Company ensures respect, dignity, fairness, and human rights of all our members. Our anti-discrimination Policy covers this. The Company has procedures in place including an internal code of conduct.	Negative

Sr. 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)
8.	Product Quality & Safety	R	In the textile industry, ensuring safety and product quality is of utmost importance for any business. Emphasizing product quality and safety not only helps the sector enhance its reputation, but also builds customer loyalty, gains a competitive advantage, reduces liability risks and ensures compliance with regulations. By investing in the quality and safety of their products, textile manufacturers can secure their long-term success and sustainability.	There is a robust Process Control and Quality Assurance System in place. This is backed by a 100% inspection of goods before dispatch. Thanks to this, there have been 'Zero' incidents of product recall on account of safety.	Negative It can have a very large negative impact in terms of loss of business if the safety and quality standards are not met.
9.	Workplace Health & Safety	R	Failure to ensure the health and safety of workers can lead to financial penalties and legal consequences. Serious incidents can result in severe injuries and potential liabilities due to legal or regulatory actions. Health and safety risks can also lead to project delays and downtime, which in turn increase project costs and reduce profitability.	There is a skilled and empowered safety team at the locations of the Company. It has implemented the right processes and takes up regular training sessions backed up by safety drills. Safety monitoring metrics like: 1. Accident Frequency 2. Accident Severity Rate and 3. Accident Incident Rate are regularly monitored and recorded by the Head of Safety	Negative It can have a very large negative impact in terms of loss of business if the workplace health and safety standards are not met.
10.	Corporate Governance	R	Businesses undergo evaluation based on their performance across various critical governance matters, encompassing aspects such as ownership and control, board compensation, accounting practices, business ethics, and tax transparency. This assessment explores the impact of a company's corporate governance and business ethics on its shareholders and other investors.	The Company maintains a comprehensive and robust system of internal controls, which ensures precise reporting and adherence to all pertinent regulatory laws and organizational policies. The Company has implemented a code of conduct, along with whistleblower and insider trading policies, which serve to protect the interests of investors and other stakeholders.	Negative The Non-compliance of corporate governance provisions can lead to various penalties & strictures from Regulatory authorities which can lead to financial and reputation losses to Company.

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.

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1. a	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b	Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c	Web Link of the Policies, if available	https://www.jindaltextiles.com/investor.php								
2.	Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Yes	Yes	No	Yes	Yes	Yes	No	No	No
4.	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	ZDHC, GOTS, GRS, OCS, RCS, Oeko- Tex Higg's Index	GOTS, GRS, Higg's Index	Better Cotton Initiative	GOTS, GRS, Better Cotton Initiative Oeko- Tex	ZDHC* RCS- 100	-	-	-
*ZDHC - Zero Discharge of Hazardous Chemicals, GOTS - Global Organic Textile Standards, GRS- Global Recycled Standard, OCS - Organic Content Standard, RCS-Recyled Claim Standard										
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<p>P1: We commit to uphold ethical practices, maintain transparency, and ensure accountability in all our actions, as guided by our established policies.</p> <p>P2: We are taking several initiatives and will conduct formal study and come up with targets.</p> <p>P3: Employees and workers will continue to be provided with health and safety benefits.</p> <p>P4: We are taking several initiatives and will conduct formal study and come up with targets.</p> <p>P5: We commit to uphold antidiscrimination as guided by our established policies.</p> <p>P6: We are taking several initiatives and will conduct formal study and come up with targets.</p> <p>P7: We commit that our engagement will be in a responsible manner and in accordance with our Code of Conduct.</p> <p>P8: We commit to investing the CSR funds for social development.</p> <p>P9: We will continue to be customer-centric.</p>										
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	NA	NA	NA	NA	NA	NA	NA	NA

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

I am delighted to present our inaugural Sustainability Report, a reflection of our unwavering commitment to environmental, social, and governance (ESG) principles. At Jindal, we are dedicated to making sustainability a core part of our operations in the textile manufacturing industry. Our journey is marked by challenges such as combating climate change, promoting responsible consumption and production, and ensuring access to clean water and sanitation. We have transformed these challenges into opportunities by actively developing and implementing strategies to address them.

A key achievement in our sustainability efforts is the shift to sustainable fuels for steam generation, replacing coal and significantly reducing our greenhouse gas emissions. To further reduce our energy consumption, we have embraced renewable energy by expanding our use of solar panels. Our commitment to water stewardship is demonstrated through the installation of a wastewater recovery and Zero Liquid Discharge (ZLD) water treatment facility, which enables us to treat and reuse process water, reducing water wastage.

Our robust waste management system allows us to recycle and reuse both process waste and post-industrial waste. Additionally, we have implemented a stringent Chemical Management System (CMS), which has earned us certifications such as ZDHC, OEKO-TEX, and GOTS, ensuring compliance with global standards. Our commitment to quality assurance is

reflected in our rigorous process control and 100% inspection of goods before dispatch, resulting in zero product recalls due to safety concerns.

We continue to invest in innovative technologies across spinning, weaving, and processing to deliver high-quality products. Our safety team enforces strict safety protocols, with regular training and monitoring, ensuring a safe work environment. As we move forward, we remain committed to continuous improvement and confident that, with support of all our stakeholders, we will achieve our ambitious sustainability goals.

Mr. Amit Yamunadutt Agrawal,
Vice-Chairman and Managing Director

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

Mr. Amit Yamunadutt Agrawal,
Vice-Chairman and Managing Director

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

Yes

If Yes please provide details

Mr. Amit Yamunadutt Agrawal,
Vice-Chairman and Managing Director

10. Details of Review of NGRBCs by the Company

	Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/ Any other Committee								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
a.	Performance against above policies and follow up action*	Director								
	*The Board of Directors, along with department and business heads, periodically or as needed, conducts performance reviews of the company's policies. During these reviews, they evaluate the effectiveness of the policies and make any necessary amendments. Each policy is reviewed at least once a year, with performance against certain policies typically assessed on a quarterly basis. These reviews consider various parameters, including statutory requirements and the frequency specified in the policy document or as needed.									
b.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances**	Committee of the Board								
	** The company complies with all applicable laws. Compliance reports and certificates for all statutory requirements are submitted to the Board on a quarterly basis.									
	Subject for Review	Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
a.	Performance against above policies and follow up action	Annually								
b.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Quarterly								
11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	No	No	No	No	No	No	No	No	No
	If yes, provide name of the agency.	NA								
	As indicated in Point 4, we have received certification in accordance with several international standards. These certifications necessitate audits by an external certification body as part of their compliance criteria. Such audits scrutinize various facets of our organization, including policy and procedural implementation, document management and record-keeping, ensuring our compliance with the respective standards or audits.									

12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
	It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

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.

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions.)

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	5	<ol style="list-style-type: none"> Overview of Independent Director role, responsibilities, duties, and obligations at the time of their appointment /re-appointment along with various policy's of the Company. Overview of CSR activities undertaken by the Company, Standards and norms followed by the Company for environment, health & safety etc. Overview of Financial performance, operations, business plans and future outlook of the Company including the Capex plans and operations in the Electric Vehicle industry & market expansion. Business and Industry Overview, ongoing technology trends, new developments, market opportunities and potential risks etc. The Company has hosted visit of the IDs to Company's plant and manufacturing unit. Overview of Textile Industry, market trends, level of competition and Regulatory Framework. 	72.73%
Key Managerial Personnel	4	<ol style="list-style-type: none"> Code of Conduct for Board of Directors & Senior Management POSH Training Awareness Session on Corporate Governance Data Governance and Privacy Policy 	100%
Employees other than BOD and KMPs	5	<ol style="list-style-type: none"> POSH Training, 2. Human Rights Training, 3. Health & Safety, 4. HRMS Training, 5. Quality Improvement 	100%
Workers	2	Quality Improvement, Health and safety	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format

Monetary

Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR) (For Monetary Cases only)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-

Non Monetary

Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	-	-	-
Punishment	-	-	-	-

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
-	-

4. Does the entity have anti-corruption or anti-bribery policy? (Yes/ No) Yes

If Yes, provide details in brief

Our Company's Anti-Corruption and Bribery Policy reflects our uncompromising stance against bribery and corruption. The primary aim of this policy is to enforce comprehensive anti-corruption and anti-bribery measures throughout our global operations, ensuring full compliance with all applicable laws and regulations.

If Yes, Provide a web link to the policy, if available

The policies can be viewed at:

<https://www.jindaltextiles.com/investor-data/policies/Anti-Bribery%20and%20Anti-Corruption%20Policy.pdf>

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

Particulars	FY 2023-2024	FY 2022-2023
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Case Details	FY 2023-2024		FY 2022-2023	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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.

No corrective actions were required to be taken

8. Number of days of accounts payables in the following format:

Particulars	FY 2023-2024	FY 2022-2023
Number of days of accounts payables	21	18

9. Open-ness of business

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

Parameter	Metrics	FY 2023-2024	FY 2022-2023
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	16.22%	11.18%
	b. Sales (Sales to related parties / Total Sales)	2.79%	3.80%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	79.89%	52.83%
	d. Investments	53.80%	38.46%

Leadership Indicators

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

If Yes, provide details of the same.

The Code of Conduct for the Board of Directors and Senior Management requires that Directors and senior management avoid any situations where their interests might conflict with the interests of the Company. Furthermore, the Board of Directors must annually disclose to the Board any material interests they have, either directly or indirectly, in any transaction or matter that directly affects the Company. A copy of this code of conduct is available at: https://www.jindaltextiles.com/investor-data/policies/JWL_Code_of_Conduct_for_BOD_and_Senior_managementwef_01April2021.pdf

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe.

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimize the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

Essential Indicator

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.

Sr. No.	Particulars	FY 2023-2024	FY 2022-2023	Details of improvements in environmental and social impacts
1	R&D	0	0	NA
2	Capex	0	0	NA

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
No
The Company purchases raw materials according to customer requirements, sourcing sustainable certified materials upon request. Depending on consumer demands, we procure BCI, Organic, and GRS certified materials.
- b. If yes, what percentage of inputs were sourced sustainably?
0%
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for
- | | |
|------------------------------------|--|
| (a) Plastics (including packaging) | The Company is not reclaiming products and packaging at the end of life. |
| (b) E-waste | |
| (c) Hazardous waste | |
| (d) Other waste | |

4. a Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No)
NA
- b If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?
Not Applicable
- c If not, provide steps taken to address the same
The Company complies with all applicable GPCB / CPCB norms.

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

(This principle emphasizes the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

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	543	516	95.03%	516	95.03%	0	0%	0	0%	0	0%
Female	18	10	55.56%	9	50.00%	18	100%	0	0%	0	0%
Total	561	526	93.76%	525	93.58%	18	100%	0	0%	0	0%
Other than permanent employees											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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

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 Workers											
Male	991	991	100%	991	100%	0	0%	0	0%	0	0%
Female	10	10	100%	10	100%	10	100%	0	0%	0	0%
Total	1001	1001	100%	1001	100%	10	100%	0	0%	0	0%
Other than permanent Workers											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

1. c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format	FY 2023-2024	FY 2022-2023
Cost incurred on well- being measures as a % of total revenue of the company	0.011%	0.008%

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

Benefits	FY 2023-2024			FY 2022-2023		
	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/NA)	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/NA)
PF	14.26%	17.38%	Yes	13%	20%	Yes
Gratuity	-	-	NA	-	-	NA
ESI	13.19%	24.38%	Yes	13%	28%	Yes
Others – please specify	-	-	NA	-	-	NA

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?	Yes
---	-----

If not, whether any steps are being taken by the entity in this regard.

The majority of our workplaces are accessible to differently-abled persons, ensuring that everyone has the opportunity to contribute and thrive in our environment. The Company is actively pursuing additional measures to enhance this inclusivity, continually striving to create an even more accommodating and supportive workplace for all employees.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes

If so, provide a web-link to the policy. <https://www.jindaltextiles.com/investor.php>

Our Company is unwavering in its commitment to cultivating a diverse and inclusive work environment, free from discrimination based on race, caste, religion, color, marital status, gender, age, nationality, ethnic origin, disability, and other categories protected by applicable law. The Code of Conduct for Board of Directors and Senior Management upholds principles of social responsibility and employee welfare, fostering a vibrant and diverse workplace that promotes and protects human rights. Additionally, our Anti-Discrimination Policy ensures compliance with all national laws and local regulations concerning anti-discriminatory issues. This policy is accessible on the Company's intranet. Further the Company is governed by the Business Responsibility Policies whereby all the employees and those eligible are provided with equal opportunities.

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	0	0	0	0
Female	100%	100%	0	0
Total	100%	100%	0%	0%

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.

Category	Yes/No	If Yes, then give details of the mechanism in brief
Permanent Workers	Yes	We foster an open and inclusive workplace where employees feel comfortable raising concerns. All employees, including non-permanent staff, are encouraged to discuss issues informally with their line managers. For unresolved matters, employees can escalate concerns through worker representatives to management. To address specific concerns, we have established the Complaint Redressal Committee and Internal Complaints Committee to handle workplace safety and sexual harassment complaints, respectively. Regular canteen committee and union meetings provide additional platforms for employees to voice their concerns.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	FY 2023-2024			FY 2022-2023		
	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						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
There are no recognized associations or unions recognized by the Company.						
Total Permanent Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

8. Details of training given to employees and workers:

Category	FY 2023-2024					FY 2022-2023				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (C / D)
Employees										
Male	543	186	34.25%	9	1.66%	501	135	26.95%	15	2.99%
Female	18	9	50.00%	3	16.67%	20	0	0	0	0
Total	561	195	34.76%	12	2.14%	521	135	25.91%	15	2.88%
Workers										
Male	991	991	100%	0	0%	900	795	88.33%	105	11.67%
Female	10	10	100%	0	0%	0	0	0	0	0
Total	1,001	1,001	100%	0	0%	900	795	88.33%	105	11.67%

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

Category	FY 2023-2024			FY 2022-2023		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	543	537	98.90%	501	428	85.43%
Female	18	18	100.00%	20	7	35%
Total	561	555	98.93%	521	435	83.49%
Workers						
Male	991	991	100%	900	900	100%
Female	10	10	100%	0	0	0
Total	1,001	1,001	100%	900	900	100%

10. Health and safety management system

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

Yes

If Yes, the Coverage such systems?

The Safety & Health Management System incorporates health and safety procedures and best practices into every aspect of our operations at all levels. Our Health and Safety Policy is accessible on the Company's intranet portal. This occupational health and safety management system is continuously evolving to eliminate hazards and mitigate health and safety risks for all stakeholders. It ensures safe working procedures and practices for operation, maintenance, inspection, and emergency situations.

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

The Company employs various procedures to systematically identify hazards and assess risks on both routine and non-routine basis. Prior to commencing any task, potential hazards are identified through methods such as Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), and Standard Operating Procedures (SOP). Identified hazards and associated risks are managed using specific operational control measures.

To mitigate workplace hazards, regular plant inspections and safety audits are conducted to identify unsafe areas or actions. The Company maintains a robust risk management procedure essential for preventing incidents, injuries, occupational diseases, and ensuring emergency preparedness and business continuity. A well-defined Risk Assessment & Management process is followed, which undergoes periodic review. Furthermore, mitigation strategies are developed to reduce potential risks.

- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks? (Yes/ No) Yes
- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No) Yes

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

Safety Incident/Number	Category*	FY 2023-2024	FY 2022-2023
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1	2
	Workers	2	3
Total recordable work-related injuries	Employees	1	1
	Workers	49	58
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

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

The Company is committed to cultivating a safety-centric culture across all levels of our organization, focusing on behavior-based safety and process safety among our workforce. We are actively implementing strategies to strengthen control processes and unit operations as part of our safety enhancement efforts. Regular safety audits are conducted at our plants to identify and rectify any safety gaps that may arise.

Our safety protocols emphasize several key measures:

Ensuring that emergency exits are easily accessible in all workplaces, installing safety guards on machines, and mandating the use of personal protective equipment (PPE) for all plant employees. Additionally, we have implemented automated fire detection and control systems and maintain round-the-clock availability of fire extinguishers and fire tender services.

We firmly believe in the preventability of occupational illnesses, safety incidents, and environmental hazards. To ensure a safe and healthy workplace, our facilities undergo regular internal and external audits. To mitigate fire risks, pressurized fire protection systems have been strategically installed throughout our premises.

In prioritizing emergency preparedness, we conduct regular training sessions, mock drills, safety talks, and seminars for our employees and workers. These initiatives are designed to raise awareness and equip our personnel with the necessary knowledge and skills to effectively manage emergencies.

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

Particulars	FY 2023-2024			FY 2022-2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	1	0	-
Health & Safety	0	0	-	1	0	-

14. Assessment for the year:

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

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

No significant risks or concerns were highlighted in the assessment.

Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of
 - Employees (Y/N)
Yes
 - Workers (Y/N)
Yes

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

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.
For Company, the term ‘stakeholder’ refers to a person, a collection of people, or institutions that have an effect on our business or are affected by it. The inclusion and prioritization of these stakeholders is shaped by their interest, impact and influence over the Company. Meeting the needs, interests and anticipations of our stakeholders is a key element in our business functions. To uphold this, we have put in place a systematic stakeholder engagement procedure which enables us to sustain transparent and trustworthy communication with our key stakeholder groups.

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	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders and investors	No	<ul style="list-style-type: none"> Annual General Meeting Investors Meet Email Website Newspaper Stock Exchange Filings 	Periodic and event based	<ul style="list-style-type: none"> Understand concerns and expectations Business performance Long term growth and sustainability Obtaining required approvals from shareholders Corporate disclosure
Customers	No	<ul style="list-style-type: none"> Product feedback Social Media Surveys Customer visits 	Periodic	<ul style="list-style-type: none"> Expectation and satisfaction Product performance review and feedback Customer Engagement
Suppliers	No	<ul style="list-style-type: none"> Direct conversations Feedback and surveys 	As per business needs	<ul style="list-style-type: none"> Understanding mutual expectations and needs w.r.t. quality/ cost/ delivery etc.
Local Community	No	<ul style="list-style-type: none"> CSR partnerships Community welfare programmes 	As per planned CSR Activities	<ul style="list-style-type: none"> Community engagement Building sustainable relationship

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Workers	No	<ul style="list-style-type: none"> Meetings Internal communications Emails Training and development programmes 	Ongoing	<ul style="list-style-type: none"> Share organization's vision and goals Understand employees' career ambitions, job satisfaction Employee engagement Learning and development/ growth and benefits Human rights and labour relations Health, safety and well-being
Government and Regulators	No	<ul style="list-style-type: none"> Industry Forums Meetings Regulatory compliance related filings and submissions 	Need Based	<ul style="list-style-type: none"> Opportunity to understand the changing compliance and Regulatory landscape Opportunities to collaborate

PRINCIPLE 5: Businesses should respect and promote human rights.

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

Essential Indicators

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

Benefits	FY 2023-2024			FY 2022-2023		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees						
Permanent	561	561	100%	521	0	0
Other than permanent	0	0	0	0	0	0
Total Employees	561	561	100%	521	0	0
Workers						
Permanent	1,001	1,001	100%	900	0	0
Other than permanent	0	0	0%	0	0	0
Total Workers	1,001	1,001	100%	900	0	0

- Details of minimum wages paid to employees and workers

Category	FY 2023-2024					FY 2022-2023				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	543	4	0.74%	539	99.26%	501	40	7.98%	461	92.02%
Female	18	0	0%	18	100%	20	1	5%	19	95%
Total	561	4	0.71%	557	99.29%	521	41	7.87%	480	92.13%
Other than Permanent										
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	0	0	0%	0	0%	0	0	0%	0	0%
Workers										
Permanent										
Male	991	202	20.38%	789	79.62%	900	447	49.67%	453	50.33%
Female	10	8	80%	2	20%	0	0	0%	0	0%
Total	1,001	210	20.98%	791	79.02%	900	447	49.67%	453	50.33%
Other than Permanent										
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	0	0	0%	0	0%	0	0	0%	0	0%

3. Details of remuneration/salary/wages

a. Median Remuneration / wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	1	1,80,00,000	0	0
Key Managerial Personnel*	2	96,37,500	1	21,72,890
Employees other than BoD and KMP**	689	2,35,297	26	1,95,424
Workers**	1,543	75,811	12	72,538

* calculated on Gross Pay

** Median Remuneration is calculated considering the total remuneration paid by the Company as for FY 2023-2024 to all those employees and workers who were associated with the Company throughout or for the part of FY 2023-2024.

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

Particulars	FY 2023-2024	FY 2022-2023
Gross wages paid to females as % of total wages	2.92%	2.99%

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

The Company has adopted a Human Rights Policy and policies specifically addressing Child Labour and Forced Labour. These policies establish a comprehensive framework to ensure that all stakeholders are treated with utmost respect and dignity. They underscore the Company's commitment to preventing human rights violations and abuses in any form.

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

The Company has implemented a Human Rights policy, along with specific policies addressing Child Labour, Forced Labour, and Anti-Discrimination. These policies underscore our commitment to fostering a safe and harmonious business environment and workplace for everyone. We firmly believe in maintaining workplaces free from harassment and other unsafe or disruptive conditions. Additionally, the Company has established a Prevention of Sexual Harassment (POSH) committee to address related issues effectively.

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

Particulars	FY 2023-2024			FY 2022-2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

Particulars	FY 2023-2024	FY 2022-2023
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The organization has established an Internal Complaints Committee (ICC) to address concerns related to sexual harassment. This committee comprises a diverse group of members, both internal and external, with relevant backgrounds. Specific guidelines have been implemented by the Company to handle cases of sexual harassment effectively.

The Company's Whistle Blower Policy/Vigil Mechanism strongly opposes discrimination, harassment, victimization, or any unfair employment practices against individuals who report complaints. Any adverse consequences resulting from reporting such incidents are deemed unacceptable, and all reported cases undergo thorough investigations.

Annually, as part of the Corporate Governance Report in the Annual Report, the Company confirms its commitment to protecting complainants from any unfair adverse actions.

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

No

10. Assessments for the year:

Name of the Assessment	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
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 Significant risk has been identified during the assessment.

Leadership Indicators

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

Our commitment to upholding human rights is bolstered by our code of conduct, policies, and whistleblower channels. We have not received any human rights grievances or complaints that have necessitated the introduction or modification of our business processes.

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

As an equal opportunity employer, the Company adheres to a strict non-discriminatory policy covering race, color, caste, gender, and origin. We are committed to protecting and respecting human rights, including forced labor, child labor, freedom of association, the right to collective bargaining, and equal remuneration. Our ethical business practices prioritize comprehensive human rights due diligence, examining potential risks within our operations and value chain, including new business relationships. We regularly review and update our risk mapping, focusing on critical issues such as forced labor, human trafficking, child labor, discrimination, freedom of association, collective bargaining, and equal pay for equal work. Our commitment extends to various stakeholders, including employees, women, children, indigenous people, migrant workers, third-party employees, and local communities. By protecting employee rights, supporting gender equality, and positively impacting the communities we engage with, we demonstrate our unwavering commitment to upholding human rights at every level of our operations.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? (Yes/No) Yes

The majority of our workplaces are accessible to differently abled persons. Company is actively pursuing additional measures to enhance this inclusivity.

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

(This principle emphasizes the importance of environmental stewardship. Companies should minimize their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

Essential Indicators

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

Parameter	FY 2023-2024	FY 2022-2023
From renewable sources (GJ)		
Total electricity consumption (A)	1,516.97	1,896.52
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	1,516.97	1,896.52
From non-renewable sources (GJ)		
Total electricity consumption (D)	6,329.16	5,060.98
Total fuel consumption (E)	16,28,178.36	16,78,744.20
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	16,34,507.52	16,83,805.18
Total energy consumed (A+B+C+D+E+F)	16,36,024.49	16,85,701.69
Energy intensity per rupee of turnover (Total energy consumed (in GJ)/ Revenue from operations(in Rs))	0.000087989	0.000078440
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.001779134	0.001586066
Energy intensity in terms of physical output (Total energy consumed (in GJ)/ Production (in Metric Tonnes))	0.017784	0.017092
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?	No	No
If yes, name of the external agency.	NA	

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? (Yes/No)

Yes

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.

The Company plant at Saijpur Gopalpur, Ahmedabad, is identified as designated consumers under PAT scheme of Government of India. The Company is in the process of registration.

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

Parameter Water withdrawal by source (in kilolitres)	FY 2023-2024	FY 2022-2023
(i) Surface water	-	-
(ii) Groundwater	10,06,426	7,92,002.25
(iii) Third party water	563.4	24
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	10,06,989.4	7,92,026.25
Total volume of water consumption (in kilolitres)*	2,12,372	1,27,022.25
Water intensity per rupee of turnover (Total water consumption (in KL) / Revenue from operations(in Rs))	0.000011422	0.000005911
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption (in KL) / Revenue from operations adjusted for PPP (in Rs))	0.00023095	0.00011951
Water intensity in terms of physical output (Total water consumption (in KL) / Tonnes of Production(in Metric Tonnes))	0.00230856	0.00128793
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)	No	No
If yes, name of the external agency.	NA	

*Note: - Water requirement for corporate office is calculated based on the National Building Code 2016.

4. Provide the following details related to water discharged:

Parameter	FY 2023-2024	FY 2022-2023
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	7,94,617	8,04,346
No treatment*	563.4	24
With treatment –Secondary treatment**	7,94,054	8,04,322
(v) Others	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	7,94,617	8,04,346
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No	No
If yes, name of the external agency.	NA	

*Corporate office waste water is sent to municipal sewage system after use.

**Wastewater sent to Common Effluent Treatment Plant.

5. Has the entity implemented a mechanism for Zero Liquid Discharge?

No

If yes, provide details of its coverage and implementation.

Currently, our company does not have a Zero Liquid Discharge (ZLD) policy in place for our manufacturing processes. However, we understand the crucial role of sustainable water management practices, such as ZLD, in reducing environmental impact and preserving valuable water resources. As we persistently work to improve our sustainability efforts, we recognize the considerable benefits of ZLD in lowering water usage, minimizing pollution, and fostering responsible management of natural resources.

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

Parameter	Please specify unit	FY 2023-2024	FY 2022-2023
NOx	ppm/ volume	16.40	20.14
SOx	ppm/ volume	45.80	58.18
Particulate matter (PM)	Microgram/ cubic metre	97.30	80.66
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency

Environmental Enviro Project Pvt Ltd.

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

Parameter	Unit	FY 2023-2024	FY 2022-2023
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1,71,998.50	1,71,658.27*
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1,258.80	1,138.72

Parameter	Unit	FY 2023-2024	FY 2022-2023
Total Scope 1 and Scope 2 emissions per rupee of turnover	(Total Scope 1 and Scope 2 GHG emissions (in MTCO ₂ e) / Revenue from operations)	0.000009318	0.000008041
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 (in MTCO ₂ e) / Revenue from operations adjusted for PPP)	0.000188413	0.000162584
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ equivalent per Metric Tonnes of production	0.001883373	0.001752058
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No	No
If yes, name of the external agency.	NA		

**Scope 1 emission in FY 2022-2023 excluding Biogenic which is approximately 9 TCO₂*

8. Does the entity have any project related to reducing Green House Gas emission? (Yes/ No)

Yes

If Yes, then provide details.

The Company is committed to expanding its use of renewable energy sources, particularly through the implementation of solar panels, as part of its ongoing efforts to reduce its carbon footprint. By transitioning to renewable energy, our aim is to significantly decrease harmful air pollutants and eliminate greenhouse gas emissions linked to fossil fuels. Additionally, we have successfully integrated sustainable fuels like biomass for steam generation in our operations. Approximately 10-30% of poultry waste is utilized as an alternative to coal in our captive power plant, effectively reducing greenhouse gas emissions. This initiative not only mitigates environmental impact but also helps alleviate various forms of air pollution. Moreover, we have implemented energy-efficient measures such as replacing electricity-intensive dosing in wastewater treatment with gravity dosing and installing Variable Frequency Drives (VFDs) to minimize energy consumption.

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

Parameter	FY 2023-2024	FY 2022-2023
Total Waste generated (in metric tonnes)		
Plastic waste (A)	6.97	6.27
E-waste (B)	0.86	0.001
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	0.112
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	234	276
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	9.69	0.179
Paper Waste	0.30	0.179
Office generated	9.39	-
Total (A+B + C + D + E + F + G + H)	251.52	282.562
Waste intensity per rupee of turnover (Total waste generated (in MT) / Revenue from operations(In Rs.))	0.000000014	0.000000013
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000000027	0.000000027
Waste intensity in terms of physical output (Total waste generated (in MT) / Tonnes of Production (in MT))	0.000003	0.000003
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	FY 2023-2024	FY 2022-2023
(i) Recycled	6.97	-
(ii) Re-used	0.86	-
(iii) Other recovery operations	0.30	6.56
Total	8.13	6.56

Parameter	FY 2023-2024	FY 2022-2023
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	FY 2023-2024	FY 2022-2023
(i) Incineration	-	-
(ii) Landfilling	-	180.62
(iii) Other disposal operations	243.00	-
Total	243.00	180.62
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No	No
If yes, name of the external agency.	NA	

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

The Company implements effective waste management practices that include minimizing waste generation, segregating waste at its source, recycling textile waste, and responsibly disposing of all waste, including hazardous materials. We monitor waste production regularly to identify opportunities for further reduction through recycling and upcycling both hazardous and non-hazardous waste generated on-site. Waste disposal follows appropriate methods and complies with laws and regulations set by the Gujarat Pollution Control Board (GPCB) and other relevant authorities.

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:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N)	If no, the reasons thereof and corrective action taken, if any.
Not applicable as none of our offices/operations and offices are in/around any ecologically sensitive areas.				

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
No EIA was conducted in the current financial year					

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/NA).

Yes*

*The Company is compliant with the applicable environmental laws/ regulations/ guidelines in India.

If not, provide details of all such non-compliances, in the following format:

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
Not Applicable			

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

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner, and avoid engaging in activities that could undermine the public interest or the democratic process.)

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations - 7

- 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.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/ International)
1.	CII - Confederation of Indian Industry	National
2.	FICCI - Federation of Indian Chambers of Commerce & Industry	National
3.	GCCI - Gujarat Chamber of Commerce & Industry	State
4.	DMA - Denim Manufacturers Association	State
5.	NTIEM - Narol Textile Infrastructure & Enviro Management	State
6.	Sustainable Apparel Coalition	International
7.	Better Cotton Initiative	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
Nil	Nil	Nil

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.

(This principle emphasizes the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalized groups. They should also contribute to the development of local communities and support social and economic empowerment.)

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

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

Sr. 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)
No Rehabilitation and Resettlement has been undertaken by the entity.						

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

Our company's operations are designed to avoid any direct or indirect negative environmental or societal impact. We prioritize maintaining positive industrial relations and minimizing any related grievances. Furthermore, we regularly engage with community stakeholders to understand their needs and aspirations.

If grievances arise within the community, they are first communicated to our Corporate Social Responsibility (CSR) team. Based on the nature of the grievance, it is then discussed with the relevant department. We strive to provide suggestions or solutions to address the issue, which are then communicated to the community. Upon mutual agreement, an action plan is executed to resolve the matter.

To facilitate communication, the community can submit grievances or general inquiries via email. We have a grievance redressal mechanism for receiving and addressing community grievances, which is available on our company's website.

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

Particulars	FY 2023-2024	FY 2022-2023
Directly sourced from MSMEs/ small producers	16.09%	9.29%
Directly from within India	100%	100%

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

Particulars	FY 2023-2024	FY 2022-2023
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	100%	100%

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

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

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services, and provide consumers with the information they need to make informed choices.)

Essential Indicators

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

The Company has established a formal procedure for the receipt and management of consumer complaints and feedback. A dedicated team, the Consumer Dispute Redressal Department, is tasked with the responsibility of receiving, addressing, and responding to all consumer complaints and feedback. All feedback and complaints are handled in strict accordance with the Company's documented policy, ensuring that they are appropriately addressed and resolved. The Grievance Redressal Mechanism for all stakeholders is available on the Company's website at <https://www.jindaltextiles.com/investor.php>.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

Particulars	FY 2023-2024		Remark	FY 2022-2023		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other- Customer	743	8	-	808	0	-

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

Particulars	Number	Reason for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)

Yes

If available, provide a web link of the policy

The Company has a Data Governance and Privacy Policy available on the intranet portal of the Company.

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.

No instance of penalty or complaint on the mentioned issues has occurred in FY 2023-2024. Hence, no corrective action was required in the said financial year.

7. Provide the following information relating to data breaches

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

0

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

NA

- c. Impact, if any, of the data breaches

Nil

Leadership Indicator

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

The information can be accessed through website of the Company on <https://www.jindaltextiles.com/products.php>
