

Annexure-8 to Directors' Report

Business Responsibility & Sustainability Reporting (BRSR)

SECTION A: GENERAL DISCLOSURES

1. Details of the listed entity

Corporate Identity Number (CIN) of the Listed Entity	L17120MH1985PLC036500
Name of the Listed Entity	Jai Corp Limited
Year of incorporation	06-06-1985
Registered office address	A-3, M.I.D.C. Industrial Area, Nanded, Maharashtra – 431 603.
Corporate address	603, Embassy Centre, Nariman Point, Mumbai - 400 021.
E-mail	jaicorp@jaicorpindia.com
Telephone	+91-22 3521 5146/ 3139 6050
Website	www.jaicorpindia.com
Financial year for which reporting is being done	2022-23
Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Limited
Paid-up Capital	INR 1,78,449,410
Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Dinesh D. Paliwal T: +91-0223521 5146/ 3139 6050 E: dinesh.paliwal@jaicorpindia.com
Reporting boundary <i>Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).</i>	Disclosures made in this report are on standalone basis and pertain only to “Jai Corp Limited”, unless otherwise stated.

2. Products/services

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

S. No.	Description of main activity	Description of business activity	% Of turnover of the entity (FY23)
1	Manufacturing	Plastic Processing	95.7%

3. 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	PP/HDPE Fabric & Sacks, Liner Bags, FIBC Jumbo Bag	22203	81.34%
2	Manufacture of other plastic products	22209	14.44%
3	Steel Manufacturing	24109	4.22%

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

Location	Number of plants	Number of offices	Total
National	7	2	9
International	0	0	0

5. Markets served by the entity:

a. Number of locations

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

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

The contribution of exports as a percentage to total turnover is about 12.5%.

c. A brief on types of customers

The Company serves a diverse customer base across industries. The product portfolio includes Woven Sacks/Fabric, Jumbo Bags, PP Staple Fiber, Geotextiles and steel coils/sheets (CR, GP/GC, and HR). The Company caters to agriculture, construction, packaging, textiles, automotive, appliances, and general engineering sectors. The Company's customers range from agricultural businesses, construction companies, and textile manufacturers to automotive manufacturers, metal fabrication shops, and engineering firms.

6. Employees

Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	102	100	98.04%	2	1.96%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	102	100	98.04%	2	1.96%
WORKERS						
4.	Permanent (F)	1353	1353	100%	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers (F + G)	1353	1353	100%	0	0

b. Differently abled Employees and workers

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

7. Participation/Inclusion/Representation of women

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

8. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	24.00%	0	24.00%	25.00%	0	25.00%	14.49%	0	14.49%
Permanent Workers*	156.15%	0	156.15%	164.66%	0	164.66%	110.02%	0	110.02%

(*) - The high turnover rate of workers is attributed to the elevated attrition rate.

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

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	Ashoka Realty and Developers Limited	Subsidiary	100%	No
2	Belle Terre Realty Limited	Subsidiary	100%	No
3	Ekdant Realty and Developers Limited	Subsidiary	100%	No
4	Hari Darshan Realty Limited	Subsidiary	100%	No
5	Hill Rock Construction Limited	Subsidiary	100%	No
6	Hind Agri Properties Limited	Subsidiary	100%	No
7	Iconic Realtors Limited	Subsidiary	100%	No
8	Jai Corp Welfare Foundation	Subsidiary	100%	No
9	Jailaxmi Realty and Developers Limited	Subsidiary	100%	No
10	Krupa Land Limited	Subsidiary	100%	No
11	Krupa Realtors Limited	Subsidiary	100%	No
12	Multifaced Impex Limited	Subsidiary	100%	No
13	Novelty Realty and Developers Limited	Subsidiary	100%	No
14	Oasis Holding FZC	Subsidiary	75%	No
15	Rainbow Infraprojects Limited	Subsidiary	100%	No
16	Swar Land Developers Limited	Subsidiary	100%	No
17	Swastik Land Developers Limited	Subsidiary	100%	No
18	Vasant Bahar Realty Limited	Subsidiary	100%	No

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)
19	Welldone Real Estate Limited	Subsidiary	100%	No
20	Yug Developers Limited	Subsidiary	100%	No
21	Urban Infrastructure Venture Capital Limited	Subsidiary	100%	No
22	UI Wealth Advisors Private Limited	Subsidiary	100%	No
23	Searock Developers FZC	Associate	50%	No
24	Urban Infrastructure Holdings Private Limited	Associate	32%	No

10. CSR Details

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

(ii) Turnover (in ₹) - INR 590,73,01,289

(iii) Net worth (in ₹) - INR 1,342,55,93,771

11. Transparency and Disclosures Compliances

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 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes*	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes*	0	0	NA	0	0	NA
Shareholders	Yes*	169	0	Details as per SEBI LODR.	156	0	Details as per SEBI LODR.
Employees and workers	Yes*	0	0	NA	0	0	NA
Customers	Yes*	0	0	NA	0	0	NA
Value Chain Partners	Yes*	0	0	NA	0	0	NA
Other (please specify)	-	0	0	NA	0	0	NA

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

12. 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.	Occupational Health and Safety (OHS)	Risk	Occupational Health and Safety (OHS) pose significant risks to the Company’s operations. The Company understands the potential impact of workplace accidents, injuries, and environmental pollution on its workers and employees. By prioritizing OHS, the Company aims to mitigate these risks and ensure the sustainable growth of the Company’s business.	The Company regularly assesses risks through periodic health and safety reviews at all plant locations. Training programs are provided to workers and employees, ensuring compliance with relevant laws and regulations to establish a safe and healthy work environment. The Company has also implemented a comprehensive grievance redressal mechanism to effectively address concerns related to Health and Safety.	Negative
2.	Social responsibility towards society	Opportunity	The Company sees social responsibility towards society as an opportunity. By investing in initiatives that promote sustainability, diversity, and education, the Company strives to enhance its reputation, build goodwill, and gain a competitive advantage. Additionally, the Company’s efforts can have a positive impact on the communities where we operate, promoting economic development and sustainability. Overall, social responsibility is both a moral obligation and a strategic opportunity that we are committed to pursuing.		Positive
3.	Energy Management	Opportunity	The Company recognizes that energy management presents a valuable opportunity to enhance efficiency, profitability, and environmental impact. By developing and implementing a robust energy management strategy, the Company can identify areas of waste and optimize energy usage, resulting in cost reduction and improved financial performance.		Positive

			Additionally, prioritizing energy efficiency and sustainability contributes to enhancing the Company's brand reputation.		
4.	Reduction in emission of carbon and other hazardous gases	Opportunity	<p>With the increasing awareness of the environmental impact of industrial activities, there is a growing demand for sustainable solutions that minimize harm to the environment. The Company recognizes this trend and is committed to investing in and developing low-carbon technologies and eco-friendly processes. By doing so, the Company aims to become a leader in the sustainable manufacturing industry, meeting the evolving needs of customers and contributing to long-term success and profitability.</p> <p>Furthermore, reducing emissions of carbon and other hazardous gases offers not only environmental benefits but also potential cost savings. Through the adoption of energy-efficient technologies, waste reduction, and process optimization, the Company can achieve operational efficiencies and financial savings. Additionally, prioritizing sustainability can help the Company comply with stricter environmental regulations, mitigating the risk of penalties or litigation.</p>		Positive
5.	Supply Chain Management	Risk	<p>The Company understands that supply chain management is a potential risk. Any disruption in the flow of raw materials, transportation or logistics can cause delays in the manufacturing processes, resulting in loss of productivity and revenue. In addition, market uncertainties, political instability, and natural disasters can also pose significant risks to the supply chain. Procurement can be negatively impacted by the supply chain's high dependency on a limited number of suppliers or vendors</p>	<p>The Company has established long-standing relationships with multiple suppliers/vendors. Continuous discussions and communication are maintained with these suppliers/vendors to ensure uninterrupted production and timely availability of required supplies. The Company focuses on building resilience to disruptions, and proactive risk management.</p>	Negative

6.	Risk Management and Cyber Security	Risk	The Company is exposed to cyber-attacks, data breaches, and ransomware, which can result in financial loss, damage to reputation, and loss of customer trust.	The Company has established a comprehensive Risk Management Policy to effectively manage and mitigate risks. This policy provides a framework for addressing various risk-related issues. In addition, the Company has implemented a robust cybersecurity policy, prioritizing the identification and resolution of cybersecurity threats. Complemented by a well-defined IT policy, the Company takes proactive measures to prevent incidents and minimize potential damages.	Negative
7.	Water Management	Opportunity	The Company strives to develop innovative water management solutions, aiming to reduce overall water consumption, lower operating costs, and improve environmental performance. These efforts enable the Company to comply with regulations, enhance its reputation, and improve market competitiveness.		Positive
8.	Human Rights	Risk	Ignoring or violating human rights can result in negative media attention, consumer backlash, legal action, supply chain disruptions, reduced innovation, and decreased profitability. It is crucial to address these risks proactively to avoid negative consequences and promote a sustainable business future.	The Company prioritizes the protection of human rights through well-defined policies and practices, which are integral to the Company's Code of Conduct. To ensure compliance, the Company provides comprehensive training programs to employees specifically covering human rights topics	Negative
9.	Product Quality and Safety	Opportunity	Product quality and safety are crucial for an industrial component manufacturing Company to maintain customer trust, comply with regulations, and mitigate risks. A product defect or safety issue can lead to financial loss, legal consequences, damage to reputation, and loss of customer trust. Therefore, the Company strives to invest in quality control measures, comply with regulations and standards, and continuously improve product quality and safety through research and development.		Positive

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.

S. No.	Principle Description	Reference of Jai Corp Policies
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	<ul style="list-style-type: none"> • Code of Conduct and Business Ethics for Directors and Senior Management • Anti-Bribery and Anti-Corruption Policy • Vigil Mechanism & Whistle Blower Policy • Policy Framework on Business Responsibility • Grievance Redressal Policy
P2	Businesses should provide goods and services in a manner that is sustainable and safe	<ul style="list-style-type: none"> • Policy Framework on Business Responsibility • Grievance Redressal Policy
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains	<ul style="list-style-type: none"> • Code of Conduct Policy • Vigil Mechanism & Whistle Blower Policy • Nomination and Remuneration Policy • Policy Framework on Business Responsibility • Equal Opportunity Policy • Grievance Redressal Policy
P4	Businesses should respect the interests of and be responsive to all its stakeholders	<ul style="list-style-type: none"> • Code of Conduct Policy • Corporate Social Responsibility Policy • Policy Framework on Business Responsibility
P5	Businesses should respect and promote human rights	<ul style="list-style-type: none"> • Code of Conduct Policy • Policy Framework on Business Responsibility • Vigil Mechanism & Whistle Blower Policy • Grievance Redressal Policy
P6	Businesses should respect and make efforts to protect and restore the environment	<ul style="list-style-type: none"> • Policy Framework on Business Responsibility
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	<ul style="list-style-type: none"> • Policy Framework on Business Responsibility • Policy for Determination of Materiality of an Event or Information and Archiving • Policy on Related Party Transaction
P8	Businesses should promote inclusive growth and equitable development	<ul style="list-style-type: none"> • Corporate Social Responsibility Policy • Policy Framework on Business Responsibility
P9	Businesses should engage with and provide value to their consumers in a responsible manner	<ul style="list-style-type: none"> • Policy Framework on Business Responsibility • Cybersecurity Policy • IT Policy

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
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**	http://www.jaicorpindia.com/investor/policies.html								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) mapped to each principle.									
Principle 1	ISO 9001: 2015 – Quality Management System Standard BIS Certifications: 7800042310, 7800042209 & 7800042411 EPR Certified: PR-20-DAD-01-AAACJ2591A-23								
Principle 2									
Principle 3									
Principle 4									
Principle 5									
Principle 6									
Principle 7									
Principle 8									
Principle 9									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Currently, the Company has not made any specific commitments or set objectives for the fiscal year 2022-23. However, going forward it shall gradually chart out a roadmap for setting out goals and targets. Recognizing the crucial role of measurable goals in guiding its operations towards long-term aspirations, the Company will continuously evaluate its performance and consider the possibility of setting clear commitments or goals in the near future.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								
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)									
At Jai Corp, we firmly believe in the importance of sustainable development and uphold a strong focus on environmental, social, and governance (ESG) parameters. Recognizing the impact our operations have on the environment, we are dedicated to minimizing any adverse effects while promoting responsible practices.									

We have implemented various measures to minimize our carbon footprint throughout our business operations. These efforts encompass adopting energy-efficient technologies, optimizing production processes, and exploring renewable energy sources. By actively working towards reducing carbon emissions, we contribute to global initiatives in combating climate change.

Apart from carbon reduction, we place great emphasis on mitigating other environmental impacts. This entails implementing sustainable waste management practices, conserving water resources, and promoting biodiversity conservation. We consistently encourage our supply chain partners to identify opportunities for reducing their environmental footprint.

Our commitment to sustainable development extends beyond environmental considerations. We strive to be responsible corporate citizens by actively engaging with the needs of society. This includes supporting local communities, promoting fair labor practices, and ensuring the health and safety of our employees and stakeholders.

We remain dedicated to our vision of sustainable growth and are continually striving to improve our practices. Thank you for your support and collaboration as we work towards a better future for all.

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

Note:

(*) - The policies have been developed on the lines of the ‘National Voluntary Guidelines on Social, Environment, and Economic responsibilities of businesses established by the Ministry of Corporate Affairs, Government of India in 2011.

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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes, The Board of Directors conducted a review of the Company’s performance in relation to policies, as well as the necessary follow-up actions.									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company upholds rigorous adherence to all legal obligations mandated by statutory requirements. In the event of any instance of non-compliance, both the Audit Committee and the Risk Management Committee are promptly notified.																	
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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
	The Company conducts regular internal reviews to assess the efficacy of its policies and their implementation. However, for the fiscal year 2022-23, no external audit has been conducted to validate these reviews.																	

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

Not Applicable.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	- Code of Conduct	100%
Key Managerial Personnel	1	- Anti-bribery and anti-corruption - Insider Trading - Prevention of Sexual Harassment - Health and Safety	100%
Employees other than BoD and KMPs	4	- Code of Conduct - Insider Trading - Prevention of Sexual Harassment - Health and Safety - Skill Upgradation - Fire Drills - Human Rights	100%
Workers	12	- Health and Safety - Skill Upgradation - Human Rights - Fire Drills	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 (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website):

There have been no instances of fines/penalties/compounding fee/settlement/imprisonment/punishment for FY 2022-23.

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.

Not Applicable

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

Yes, the Company has implemented an Anti-bribery and Anti-corruption policy concerning ethics, bribery, and corruption, encompassing all employees and business associates. With a steadfast commitment to fairness and transparency, the Company upholds the highest standards of professionalism, honesty, integrity, and ethical conduct in all interactions and transactions involving its constituents.

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

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

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

There have been no charges of bribery or corruption against Directors/KMPs/employees/workers for FY 2022-23 and FY 2021-22.

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

There have been no complaints with regard to conflict of interest against Board of Directors or KMPs for FY 2022-23 and FY 2021-22.

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

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

Leadership Indicators

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

The Company has not undertaken dedicated training sessions on NGRBC principles for its value chain partners for FY 2022 -23.

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

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

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

Essential Indicators

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

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	The Company understands that it has not yet allocated funds for research and development to improve the environmental and social effects of its operations. However, the Company is aware of the importance of these efforts and plans to carefully consider them in the future.		
Capex			
	Moving forward, the Company is committed to exploring and prioritizing investment opportunities that align with its dedication to sustainability and responsible business practices. It will thoroughly evaluate its current operations, environmental impact, and social influence to find ways for improvement.		
	The Company recognizes the benefits of investing in sustainable technologies and practices for long-term value. It is determined to find innovative solutions that enhance its environmental and social impact while also benefiting its stakeholders.		

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

Yes, the Company has established procedures for sustainable sourcing. Specifically, the polymers, namely polypropylene and polyethylene, are 100% sustainably sourced from a domestic manufacturer of petrochemical products. Thorough planning is conducted, taking into account the production plan, to ensure that the materials are sourced accordingly. The primary raw materials, PP/HD/LD, are obtained from domestic manufacturers of petrochemical products, while a small quantity of ancillary materials is procured from local vendors. These sourcing practices reflect the Company's commitment to sustainability and responsible procurement.

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

(a) Plastics (including packaging): The Company has implemented processes to safely reclaim plastic products for reuse, recycling, and disposal at the end of their lifecycle. This involves segregating plastic waste based on type and ensuring proper collection and storage. The Company enhances its recycling capabilities, transforming collected plastic waste into valuable resources for reuse. Moreover, the Company actively explores innovative strategies to reduce plastic packaging, encouraging the adoption of recycled materials and actively participating in circular economy initiatives. Through these proactive measures, the Company takes a holistic approach to minimize plastic waste generation and actively contribute to a more sustainable future.

(b) E-waste: The Company has established procedures for the safe reclamation of electronic waste (e-waste). This includes proper collection, storage, and transportation of electronic products that have reached the end of their life. The Company ensures compliance with relevant regulations and collaborates with authorized e-waste recyclers. These recyclers utilize environmentally sound methods to extract valuable components and materials while ensuring the safe disposal of hazardous substances. The Company promotes awareness among employees and stakeholders regarding the proper disposal of e-waste and encourages responsible e-waste management practices.

(c) Hazardous waste: As part of its commitment to environmental stewardship, the Company has implemented stringent processes for handling hazardous waste. This includes identifying and segregating hazardous materials generated during manufacturing processes, storage in designated containers, and adherence to applicable safety and disposal regulations. The Company engages licensed and certified waste management vendors for the collection, transportation, treatment, and disposal of hazardous waste. These vendors employ approved methods that minimize the environmental impact and ensure compliance with legal requirements.

(d) Other waste: The Company understands the significance of responsible waste management, extending beyond plastics, e-waste, and hazardous materials. It actively pursues strategies to minimize waste generation by optimizing processes, enhancing resource efficiency, and implementing waste reduction initiatives. The Company also encourages waste segregation and recycling practices whenever feasible. For non-hazardous waste, the Company ensures proper collection, sorting, and disposal in compliance with relevant regulations, relying on authorized waste management service providers. Additionally, the Company responsibly disposes of other types of waste by auctioning them through the MSTC portal to authorized government agencies.

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

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

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?**

The Company has not conducted any Life Cycle Perspective / Assessments (LCA) for the FY 2022-23.

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**

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

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (Including packaging)	-	3843.05	-	-	4448.67	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	0.50	-	-	-
Other waste	-	-	-	-	-	-

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

Not Applicable

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

Essential Indicators

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

Category	Total (A)	% Of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	101	0	0	101	100%	0	0	0	0	0	0
Female	2	0	0	2	100%	2	100%	0	0	0	0
Total	103	0	0	103	100%	2	1.94%	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

any other means, briefly describe the same along-with action taken to mitigate the same.

Not Applicable

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

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

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	1353	0	0	1353	100%	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	1353	0	0	1353	100%	0	0	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

2. Details of retirement benefits.

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	45%	98.95%	Y	43%	98.81%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	-	-	-	-	-	-
Others – please specify	-	-	-	-	-	-

3. Accessibility of workplaces

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

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

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

Yes, the Company recognizes the importance of fairness and inclusivity in its workforce. The Company strives to treat all employees equally and provide equal opportunities. The Company is committed to upholding these principles in its recruitment, hiring, promotions, and other employment practices. The Company values non-discrimination and aims to ensure that all employees are treated fairly and given equal consideration. By promoting a culture of equality fostering an environment where everyone has the chance to succeed and contribute to the Company's success.

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

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

The Company ensures that employees and workers have access to designated channels for addressing their grievances, and their concerns will be handled and resolved by the relevant authority within a specified timeframe. To facilitate effective communication, all employees have access to the following channels:

Whistleblower – jaicorp@jaicorpindia.com

POSH – rahul.ahire@jaicorpindia.com

HR point of contact – rahul.ahire@jaicorpindia.com

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

There are no employee associations recognized by the Company.

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	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	101	101	100%	101	100%	119	119	100%	119	100%
Female	2	2	100%	2	100%	2	2	100%	2	100%
Total	103	103	100%	103	100%	121	121	100%	121	100%
Workers										
Male	1353	1353	100%	1353	100%	1697	1697	100%	448	26.40%
Female	0	0	0	0	0	0	0	0	0	0
Total	1353	1353	100%	1353	100%	1697	1697	100%	448	26.40%

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	The Company is yet to undertake performance appraisal for FY 2022-23.			119	119	100%
Female				2	2	100%
Total				121	121	100%
Workers						
Male	The Company is yet to undertake performance appraisal for FY 2022-23.			1697	1697	100%
Female				0	0	0
Total				1697	1697	100%

10. Health and safety management system:

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

Yes, the Company gives utmost importance is given to fostering a safe and healthy workplace environment for all employees. To uphold this commitment, the Company has implemented a robust Health and Safety management system. This system serves as a tangible representation of the management’s unwavering dedication to prioritizing employee well-being and recognizing the vital connection between safety and overall business performance. It establishes clear expectations and responsibilities for both employers and employees in ensuring occupational health and safety, providing a comprehensive roadmap for implementing preventive measures.

The Company’s comprehensive health and safety system encompasses various crucial aspects, including the identification and management of work-related hazards, regular medical examinations, ongoing staff

education on health and safety practices, and access to healthcare privileges. By placing the health and safety of its employees as a top priority, the Company aims to cultivate a positive and productive work environment that benefits everyone involved.

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

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

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

The Company prioritizes the safety and well-being of its workers above all. The Company provides a comprehensive safety induction training, including daily toolbox talks and job safety training, to empower the workers with the skills and knowledge to identify and mitigate potential hazards. The Company's rigorous safety protocols and procedures are strictly enforced, reflecting its commitment to maintaining a safe work environment.

The Company continuously strives to enhance the safety practices to protect workers and ensure optimal efficiency and productivity.

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

The Company prioritizes the safety and well-being of its employees by providing comprehensive safety measures and facilities. The Company ensures a safe working environment by displaying all necessary safety posters, providing essential safety equipment, and maintaining a fully stocked first-aid box. Additionally, ensuring access to purified drinking water for all employees, promoting their health and hydration throughout the workday.

To address any medical concerns, offering adequate medical facilities. Under the supervision of a qualified full-time medical practitioner, employees and workers can receive prompt and professional medical assistance when needed. This ensures that any health-related issues are addressed promptly and effectively, supporting the overall well-being of the workforce.

By implementing these measures, the Company demonstrates its commitment to providing a safe and healthy work environment, where employees' physical well-being is prioritized and supported.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
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

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

- The Company ensures a safe working environment by providing all necessary safety posters, safety equipment, a fully stocked first-aid box, and facilities for purified drinking water. Additionally, there is an on-site medical facility available, managed by a qualified full-time medical practitioner, to address any health concerns promptly and effectively.
- As per the requirements of the Factories Act, 1948, the Company diligently obtains stability certificates for all factory buildings. This practice ensures that the infrastructure meets the necessary safety standards, promoting the well-being of employees and mitigating potential risks.
- The Company actively fosters safety awareness among the staff and other workers. Through ongoing safety training programs and initiatives, employees are equipped with the knowledge and understanding to prioritize safety in their daily tasks and contribute to maintaining a secure work environment.

4. To further safeguard the Company’s interests, suitable insurance policies are implemented, including fire insurance, safety insurance, group insurance, and personal accident insurance. These policies serve as additional layers of protection, providing financial coverage and support in unforeseen events, thereby reinforcing the Company’s commitment to employee welfare and risk management.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year

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

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

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

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)?

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

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

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

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

	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 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	0	0	0	0
Workers	0	0	0	0

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

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

5. Details on assessment of value chain partners:

	% Of value chain partners (by value of business done with such partners) that were assessed
Health and safety conditions	For the FY 2022-23, no specific assessments have been carried out for the value chain partners. However, the company has outlined the highest standards of health, safety, and working conditions in its Code of Conduct. The Company actively promotes and encourages its value chain partners to prioritize and uphold health and safety practices, as well as maintain proper working conditions.
Working conditions	

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

As there have not been any assessments done for the FY 2022-23, no corrective action plans have been developed to address significant risks / concerns.

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

Internal Stakeholders:

- Employees
- Board of Directors

External Stakeholders:

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

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Email, SMS, Meetings, Notices, Website	Quarterly Others – as per requirement	Addressing concerns, feedback, and updates on Company policies, performance, and employee well-being.

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
Board of Directors	No	Email, Meetings, SMS, Website	Quarterly or such lesser frequency as per requirement. Others – as per requirement	Strategic planning, decision-making, performance review, and governance matters.
Distributors	No	Email, SMS, Meetings	Quarterly	Sales updates, product information, addressing concerns, and gathering feedback.
Suppliers	No	Email, Meetings	Quarterly	Supply chain management, quality control, and addressing concerns or issues.
Vendors	No	Email, Meetings	Quarterly	Managing vendor relationships, discussing contracts, and addressing concerns.
Customers	No	Email, SMS, Advertisement	Annually	Gathering feedback, addressing concerns, product/service updates, and loyalty programs.
Communities	Yes	Community Meetings, Website, Notice Board	Quarterly	Engaging with the local community, addressing concerns, discussing social responsibility initiatives, and gathering feedback.
Investors	No	Email, Physical Notices, Newspaper advertisements, Meetings, Website	Quarterly or as per statutory requirement.	Financial performance updates, shareholder meetings, and addressing investor queries.
Government	No	Email, Physical responses, Meetings, Newspaper advertisements, Websites Others	As required Others – as per requirement	Complying with regulations, providing necessary information, and addressing regulatory concerns.

Leadership Indicators

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

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

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

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

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

Principle 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	103	103	100%	121	121	100%
Other than permanent	0	0	0	0	0	0
Total employees	103	103	100%	121	121	100%
Workers						
Permanent	1353	1353	100%	1697	1697	100%
Other than permanent	0	0	0	0	0	0
Total workers	1353	1353	100%	1697	1697	100%

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

Category	FY 2022-23					FY 2021-22				
	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	103	0	0	103	100%	121	0	0	121	100%
Male	101	0	0	101	100%	119	0	0	119	100%
Female	2	0	0	2	100%	2	0	0	2	100%
Other than permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	1353	0	0	1353	100%	1697	0	0	1697	100%
Male	1353	0	0	1353	100%	1697	0	0	1697	100%

Female	0	0	0	0	0	0	0	0	0	0
Other than permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	1	71,93,400	0	-
Key Managerial Personnel	2	29,57,256	0	-
Employees other than BoD and KMP	99	6,11,473	2	9,99,198
Workers	1353	2,04,285	0	-

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

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

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

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

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

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

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

	FY 2022-23			FY 2021-22		
	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	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

The Company has implemented robust mechanisms to ensure the protection of complainants and prevent any adverse consequences. Initiatives such as the establishment of vigil and whistleblower mechanisms have been developed to provide necessary support and safeguards.

Furthermore, the Company strictly adheres to a zero-tolerance policy for such cases, and the identity and information of complainants are treated with utmost confidentiality. Regular social reviews are conducted to address and improve these aspects within the organization, ensuring ongoing commitment to a safe and respectful work environment.

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

While the Company does not include specific human rights clauses in its business agreements and contracts, it recognizes the importance of upholding human rights and integrates them into its overall business practices. The Company prioritizes conducting its operations in a manner that respects and promotes human rights, both within its own organization and throughout its supply chain.

By emphasizing good human rights practices, the Company ensures that its employees, suppliers, and business partners are aware of the importance of respecting human rights. This commitment extends to areas such as fair labor practices, non-discrimination, workplace safety, and ethical sourcing. The Company strives to create a work environment that is inclusive, diverse, and free from any form of exploitation or violation of human rights.

9. Assessments of the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual harassment	100%
Discrimination at workplace	The Company did not conduct any specific assessments by itself, statutory bodies, or third parties. However, the Company's strong commitment to Human Rights is integral to its business operations. Through rigorous internal vigilance mechanisms, the Company ensures that every aspect of its business is conducted with unwavering fairness, transparency, and respect, in strict adherence to national and international Human Rights standards.
Wages	
Others – please specify	
Child labour	
Forced/involuntary labour	

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

As there have not been any specific risks arising from the assessments done for the FY 2022-23, no corrective action plans have been developed to address significant risks / concerns.

Leadership Indicators

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

The Company is committed to fostering a secure and supportive work environment for its employees. Various channels are available for them to express concerns and address any issues they may encounter.

The Company has not received any grievances or complaints regarding human rights violations that would require modifications to its current business practices for this reporting period. This reinforces the Company's dedication to maintaining a workplace that upholds the highest standards of ethical conduct and employee well-being.

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

Currently, the Company has not conducted such an exercise during this reporting period.

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

Yes, the Company's facilities are designed to be accessible to all visitors, including those with disabilities.

4. Details on assessment of value chain partners:

	% Of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	No assessments of this nature have been conducted during this reporting year. However, the Company has plans to implement such assessments in the upcoming years. The progress and status of these assessments will be communicated and updated in the subsequent Business Responsibility and Sustainability Reports (BRSRs).
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others – please specify	

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

As there have not been any assessments done for the FY 2022-23, no corrective action plans have been developed to address significant risks / concerns.

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	Unit	FY 2022-23	FY 2021-22
Total electricity consumption (A)	GJ	118616.65	129580.27
Total fuel consumption (B) - Diesel	GJ	404.16	660.95
Energy consumption through other sources (C)	GJ	7894.22	7,749.55
Total energy consumption (A+B+C)	GJ	126915.03	137990.77
Energy intensity per rupee of turnover <i>(Total energy consumption/ turnover in rupees)</i>	GJ/Lakh INR	2.15	1.85
Energy intensity <i>(optional)</i> – the relevant metric may be selected by the entity	-	-	-

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

The Company is committed to minimizing energy consumption and has implemented several initiatives to achieve this goal. Through continuous efforts, the Company focuses on optimizing its operating and processing activities, as well as upgrading its plant equipment. These measures aim to enhance energy efficiency and reduce the overall energy footprint.

By constantly evaluating and improving operational processes, the Company identifies areas where energy consumption can be reduced. This includes implementing energy-efficient technologies and practices, as well as adopting sustainable operating methods throughout its facilities. Additionally, the Company invests in the upgrading of plant equipment to leverage advanced technologies that promote energy conservation.

Through these proactive steps, the Company demonstrates its dedication to responsible energy management and environmental stewardship. By minimizing energy consumption, the Company not only contributes to cost savings but also reduces its environmental impact, fostering a more sustainable future.

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

None of the sites are covered under the PAT scheme.

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	52099	52099
(iii) Third party water (Municipal water supplies)	-	-
(iv) Seawater / desalinated water	-	-
(v) others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	52099	52099
Total volume of water consumption (in kilolitres)	52099	52099
Water intensity per rupee of turnover (Water consumed / turnover) (Unit: KL/Lakh INR)	0.88	0.70
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? (Y/N) If yes, name of the external agency: No independent assessment/ evaluation/ assurance has been carried out by an external agency.

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

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

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

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

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	28.58	47.00
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	23394.00	25556.00
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/ Lakh INR	0.40	0.35
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

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

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

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	3843.05	4448.67
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	0.50	Nil
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G + H)	3843.55	4448.67

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

Category of waste		
(i) Recycled	3843.05	4448.67
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	3843.05	4448.67

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

Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	0.50	-
Total	0.50	-

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

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

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

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

The Company has no operations/offices in/around ecologically sensitive areas. Hence, required environmental approval/ clearances are not applicable for the Company.

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

Environmental impact assessments of projects have not been undertaken for FY 2022-23.

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

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

Leadership Indicators

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

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A) in kWh	7894.22	7,749.55
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C) in kWh	7894.22	7,749.55
From non-renewable sources		
Total electricity consumption (D)	118616.65	129580.27
Total fuel consumption (E)	404.16	660.95
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	119020.81	130241.22

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

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

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

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

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

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

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

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

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

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

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

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

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

The Company has not undertaken any environmental impact assessment of value chain partners in FY 2022-23.

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

Essential Indicators

1.

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

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

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

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

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

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

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

The Social Impact Assessment in compliance to the applicable laws was not applicable to any particular project.

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

The Company does not have any ongoing Rehabilitation and Resettlement (R&R) for FY 2022-23.

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

The Company understands the importance of safeguarding the well-being of the local community in which it operates, even though its operations may not have a significant direct impact. The Company's commitment to responsible business practices drives us to proactively minimize any potential adverse effects that could arise from its activities.

To ensure effective communication and address grievances within the community, our office has established several mechanisms for receiving and redressing concerns. We prioritize accessibility and offer multiple channels for community members to reach out to us.

- **In-Person Contact:** Community members can directly visit our office to discuss their grievances. We have designated personnel available to listen to their concerns, provide guidance, and initiate the grievance redressal process.

- **Mobile Contact:** We understand the importance of mobile communication in today's world. Therefore, community members can reach us by dialing our dedicated contact number, +91-7600025350 for providing information and necessary assistance.
- **Email Correspondence:** For a convenient and efficient mode of communication, community members can also email us at rahul.csr@jaicorpindia.com. This email address is specifically dedicated to receiving and addressing grievances. Our team actively monitors emails to ensure timely responses and appropriate follow-up actions.

In addition to these contact methods, we emphasize the importance of confidentiality and transparency throughout the grievance redressal process.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	80%	80%
Sourced directly from within the district and neighboring districts	30%	30%

Leadership Indicators

- 1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**
Not Applicable
- 2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**
No CSR projects are being undertaken in designated aspirational districts as identified by government bodies.
- 3.**
 - a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)**
No. While we do not have a formal policy in place, it is a common practice within the Company to actively engage suppliers from marginalized or vulnerable groups whenever feasible
 - b. From which marginalized /vulnerable groups do you procure?**
Not Applicable
 - c. What percentage of total procurement (by value) does it constitute?**
Not Applicable
- 4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:**
Not Applicable
- 5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**
Not Applicable

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Of beneficiaries from vulnerable and marginalized groups
1.	Sponsoring academic fees of domicile students of Dadra & Nagar Haveli (D&NH) under “Education Promotion Programme” (Pharmacy, Engineering, Hotel Management, MBBS, BAMS and BDS, Nursing, Paramedical Courses, Diploma courses and degree courses of arts, commerce and science students of Dadra & Nagar Haveli)	2445	100% coverage. Our projects are committed to exclusively benefiting individuals who come from underprivileged, marginalized, vulnerable, and socially disadvantaged communities within society. We prioritize serving these specific groups to address their unique needs and challenges, aiming to uplift and empower them through our initiatives
2.	Vocational training programme - Providing computer courses and heavy motor vehicle training to tribal youth of D&NH	481	
3.	Safe drinking water to all - Installed 21 nos. of RO purification plant for provide safe and clean drinking water to community people	50000	
4	Rural Development: - Providing construction materials for housing project under “PradhanMantri Awaaz Yojana” for the benefit of tribal people of Dadra & Nagar Haveli and Daman & Diu.	50	
5	Promoting preventive healthcare	150	

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner**Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

Consumer satisfaction is our utmost priority, and we have implemented a robust grievance mechanism to address any concerns promptly and effectively. Our transparent and accountable process ensures that our valued consumers receive timely resolutions to their grievances. We understand the importance of building long-term relationships, and our seamless and hassle-free mechanism reflects our commitment to consumer satisfaction.

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

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

The Company primarily specializes in the production of woven sacks, which adhere to the recycling guidelines set by the Bureau of Indian Standards (BIS). These sacks are designed to include all the essential information regarding recycling.

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

	Number	Reasons for recall
Voluntary recalls	There have been no instances of product recall	
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 comprehensive framework and policy in place to address cyber security and risks related to data privacy. The cybersecurity policy outlines the guidelines and procedures for protecting the Company's information systems, networks, and data from unauthorized access, breaches, and other cyber threats.

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

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

As there have been no such instances, no corrective action plans have been formulated.

Leadership Indicators

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

Our official website, <http://www.jaicorpindia.com> serves as the primary platform for accessing comprehensive information about our products. Additionally, we leverage various channels and platforms to effectively communicate updates and notify our customers about new projects and offerings.

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

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

3. 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.

Yes, the Company displays all the relevant information on the product in the highest mandated standards by law of land.

4. 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)

No. The Company did not 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 for the FY 2022-23

5. Provide the following information relating to data breaches:

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

The Company has maintained a strong record of safeguarding customers' personally identifiable information, with no reported instances of data breaches.

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

Not Applicable