

# Business Responsibility and Sustainability Reporting

## SECTION A : GENERAL DISCLOSURES

### I. Details of the listed entity

Sl.No	Required Information	
1.	Corporate Identity Number (CIN) of the Listed Entity	L29130HR1987PLC130020
2.	Name of the Listed Entity	Jay Bharat Maruti Limited
3.	Year of incorporation	19-03-1987
4.	Registered office address	Pace City-II, Mohammadpur Jharsa, Near Khandsa Village, Sector-36, Gurgaon (HR) - 122 001
5.	Corporate address	Plot No.9, Institutional Area, Sector-44, Gurugram-122002, Haryana, India
6.	E-mail	<a href="mailto:jbml.investor@jbmggroup.com">jbml.investor@jbmggroup.com</a>
7.	Telephone	0124-4674500
8.	Website	<a href="http://www.jbmggroup.com">www.jbmggroup.com</a>
9.	Financial year for which reporting is being done	April 01, 2024 - March 31, 2025
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE), National Stock Exchange India Limited (NSE)
11.	Paid-up Capital INR	21,65,00,000
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Shubha Singh Contact:- 0124-4674500 Email:- shubha.singh@jbmggroup.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).	Disclosures made in this report are on a standalone basis.
14.	Name of the assurance provider	Not applicable
15.	Type of assurance obtained	Not applicable

### II. Products / Services

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

Sl.No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	The company manufactures steel parts and assemblies for auto OEM customers	86.25%
2	Tools, Dies & Moulds	The company manufactures tools, dies & moulds for stamping operations & welded assemblies manufactured for OEM customers	8.54%

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

Sl.No	Product / Service	NIC Code	% of total Turnover contributed
1	Stamping & Welding of Auto components	25910	69.01%
2	Rear Axle for automobiles	29301	17.24%
3	Tools & Dies	28221	8.54%

**III. Operations**

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

Location	Number of plants	Number of offices	Total
National	7	1 includes corporate office	8
International	0	0	0

NOTE: 2 plants (J-6 & J-7) were under project phase (construction and commissioning) and have been made operational in FY25-26 and hence their data is not included. Registered office address is same as J-2 plant address and hence not considered as a separate location.

19. Market Served by the entity:

a.	Number of locations	
	<b>Locations</b>	<b>Number</b>
	National (No. of States)	3
	International (No. of Countries)	0
b.	What is the contribution of exports as a percentage of the total turnover of the entity?	0%
c.	A brief on type of customers	Jay Bharat Maruti Limited sells its products to Maruti Suzuki India Limited and Suzuki Motors Gujarat Private Limited, which is an Automotive Original Equipment Manufacturer.

**IV. Employees**

20 Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No. C	% (C/A)
Employees						
1	Permanent (D)	1002	984	98.20	18	1.80
2	Other than Permanent (E)	3	3	100.00	0	0.00
3	Total employees (D+E)	1005	987	98.21	18	1.79
Workers						
4	Permanent (F)	83	83	100.00	0	0.00
5	Other than Permanent (G)	3231	3130	96.87	101	3.13
6	Total workers (F+G)	3314	3213	96.95	101	3.05

b. Differently abled Employees and workers:

Sl. No	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No. C	% (C/A)
Differently Abled Employees						
1	Permanent (D)	0	0	0.00	0	0.00
2	Other than Permanent (E)	0	0	0.00	0	0.00
3	Total differently abled employees (D+E)	0	0	0.00	0	0.00
Differently Abled Workers						
4	Permanent (F)	0	0	0.00	0	0.00
5	Other than Permanent (G)	0	0	0.00	0	0.00
6	Total differently abled workers (F+G)	0	0	0.00	0	0.00

## 21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5
Key Managerial Personnel	2	1	50

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

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21.07%	11.11%	20.90%	18.19%	20%	18.21%	23.64%	30.00%	23.70%
Permanent Workers	0%	0%	0%	0%	0%	0%	0%	0%	0%

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

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

Sl. 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	JBM Ogihara Die Tech Private Limited	Joint Venture	49	No

## VI. CSR Details

## 24.

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in Rs. lakhs)	2,29,012.43
(iii) Net worth (in Rs. lakhs)	55,919.67

## VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		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
The list of the stakeholders							
Communities	Yes. (Regular interactions with the communities through field visits, group meetings / events etc.)	0	0	NA	0	0	NA
Investors (other than shareholders)	NA (The Company does not have investors other than shareholders)		NA			NA	
Shareholders	Yes. <a href="https://www.jbmgroup.com/investors/jay-bharat-maruti-ltd/policies/">https://www.jbmgroup.com/investors/jay-bharat-maruti-ltd/policies/</a>	1	0	NA	2	0	Appropriate action has been taken

Employees and workers	Yes. <a href="https://www.jbmgroup.com/investors/jay-bharat-maruti-ltd/policies/">https://www.jbmgroup.com/investors/jay-bharat-maruti-ltd/policies/</a>	70	0	NA	111	0	Appropriate action has been taken
Customers	The Company receives suggestion from its customer & suppliers through various periodic meetings.	66	0	NA	75	0	
Value Chain Partners	<a href="https://www.jbmgroup.com/investors/jay-bharat-maruti-ltd/policies/">https://www.jbmgroup.com/investors/jay-bharat-maruti-ltd/policies/</a>	0	0	NA	0	0	
Other (please specify)							

The Vigil Mechanism/Whistle-Blower Policy of the Company provides a robust framework for dealing with concerns and grievances. The Company has a hotline managed by a vigilance department which can be used by employees, directors, vendors, suppliers, dealers, etc. to report any concern. The same is available at: [https://www.jbmgroup.com/wp-content/uploads/jay-bharat-maruti-ltd/corpGovSustain/policies/JBML\\_Whistle-Blower-Policy.pdf](https://www.jbmgroup.com/wp-content/uploads/jay-bharat-maruti-ltd/corpGovSustain/policies/JBML_Whistle-Blower-Policy.pdf)

## 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

Sl. 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 & Safety	Risk	The company operates with a significant capacity for manufacturing, utilizing multiple processes and handling large steel components. A substantial number of permanent and contractual workers are employed at the plants, making occupational health and safety a critical issue. The safety team has established a long-term objective to achieve a zero-accident workplace. ISO 45001 practices support the company in achieving this objective. The performance of the safety committee is monitored by top management, and there has been consistent improvement in safety performance parameters.	The safety team has established a long-term objective of achieving a zero-accident work environment. ISO 45001 practices contribute to this goal. Top management monitors the performance of the safety committee, which has shown consistent improvement in safety performance metrics.	Implication-Negative
2	Human Rights Practices	Risk	Operations-intensive businesses typically involve managing a substantial employee and worker base in addition to a diverse supplier network. Consequently, the implementation of human rights practices is essential to mitigate social risks that could affect the organization and its value chain.	Human rights issues are addressed through established policies and procedures across all manufacturing units, which also encourage compliance among all value chain partners.	Implication-Negative

Sl. 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)
3	Waste Management	Opportunity	Every manufacturing process inevitably produces some form of waste. Striving for zero waste to landfill represents an ambitious long-term goal that aims to enhance the efficiency of resource utilisation. This approach not only minimises environmental impact but also promotes sustainability by ensuring that every resource is used to its fullest potential.	<p>The company takes a proactive approach to waste management, consistently striving to minimise waste through well-organised Value Analysis and Value Engineering (VA-VE) projects. By implementing these structured initiatives, the organisation has achieved a significant reduction in waste output over time. Additionally, its waste management practices are meticulously designed to ensure compliance with all regulations pertaining to both hazardous and non-hazardous waste materials.</p> <p>Central to the company's waste management philosophy is the 3R principle: Reduce, Reuse, and Recycle. This guiding framework drives all waste management efforts, encouraging innovative strategies to minimise waste generation, maximise resource recovery, and promote sustainable practices throughout the organisation.</p>	Implication: Positive
4	Responsible Supply Chain	Risk	As an Original Equipment Manufacturer (OEM) tier-1 supplier, the company does not have direct control over product stewardship; however, it plays a crucial role in promoting sustainability throughout the supply chain. By collaborating with suppliers and ensuring responsible practices, JBML can significantly contribute to the overall environmental and social responsibility of the products it produces. This involvement is crucial for creating a more sustainable future and minimising the ecological footprint of the manufacturing process.	The company has established an environmentally and socially sustainable supply chain by strictly following relevant policies and procedures. This approach has minimised risks and boosts customer confidence.	Implication- Negative

Sl. 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	Water management	Risk	Water availability and quality are critical to uninterrupted operations across our manufacturing sites and to the well-being of our large blue-collar workforce. A shortfall—whether from drought, declining groundwater tables or tightening regulatory standards—could disrupt production schedules, raise treatment costs, and strain community relations, thereby impacting revenues and reputation.	Our plants are not in any water-stressed areas; however, we have established site-specific consumption targets and implemented water treatment systems (ETP/STP) to reduce freshwater withdrawal. We also focus on continuous monitoring, employee training, and contingency planning.	Implication-Negative
6	Product safety and quality	Risk	Delivering defect-free, safety-compliant components is fundamental to sustaining our licence to operate in the automotive value chain. Any lapse whether a dimensional deviation or metallurgical flaw could trigger costly recalls, warranty claims from consumers and production stoppages at our OEM customers, eroding trust and market share.	Acknowledging these potentially severe negative financial and reputational impacts, the Company classifies product safety and quality as a priority material risk. To mitigate this, we maintain IATF-16949 certified quality management systems and deploy advanced error-proofing (Poka-Yoke) and statistical process controls at every workstation and apply rigorous failure mode and effects analysis, control plans during design and pre-production. Real-time digital dashboards track critical parameters, while enhanced supplier audits and “zero-defect” training embed shared accountability across the value chain.	Implication: Negative
7	Greenhouse Gas Emissions	Risk	Environmental sustainability has consistently been a fundamental concern for our organization, underscored by one of our core values: “Safe & Green”. This commitment reflects our dedication to ensuring that our practices not only protect the planet but also promote the well-being and safety of our communities. By integrating eco-friendly initiatives into our operations, we strive to create a harmonious balance between growth and environmental responsibility.	In a proactive approach to environmental sustainability, the company has strategically aligned its greenhouse gas (GHG) reduction roadmap with the national Net Zero Target. This alignment involves setting clear projections for scope 1 and scope 2 emissions and defining a specific net zero year to work towards. Currently, the company is diligently developing a comprehensive long-term mitigation plan that outlines the necessary actions and initiatives to successfully achieve this ambitious net zero target, ensuring a meaningful contribution to combating climate change.	Implication-Negative

**SECTION B : MANAGEMENT AND PROCESS DISCLOSURES**

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

P1- Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable

P2- Businesses should provide goods and services in a manner that is sustainable and safe

P3- Businesses should respect and promote the well-being of all employees, including those in their value chains

P4- Businesses should respect the interests of and be responsive to all its stakeholders

P5- Businesses should respect and promote human rights

P6- Businesses should respect and make efforts to restore and protect the environment

P7- Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

P8- Businesses should promote inclusive growth and equitable development

P9- Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes. The company's policies have been approved by the Board.								
c. Web Link of the Policies, if available	The company's policies are available on the website <a href="https://www.jbmgroup.com/investors/jay-bharat-maruti-ltd/policies/">https://www.jbmgroup.com/investors/jay-bharat-maruti-ltd/policies/</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes. These policies of the entity have been translated into procedures and are in various stages of implementation.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. JBML encourages its value chain partners to adhere to all good practices and has shared these policies on the company website. JBML board has approved the Supply chain policy and supplier code of conduct which directly extend to value chain partners.								
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fair-trade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Jay Bharat Maruti Limited's plants have the following certifications: IATF 16949:2016 & ISO 9001:2015 - International Quality Management System ISO 14001:2016 -Environmental Management System ISO 45001:2018 - Occupational Health & Safety Management System								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	JBML strives to become a sustainable organization and is in the process of developing or setting targets for its business.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company periodically reviews performance against its internal targets and implements corrective actions wherever required								



**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 pleased to share our third Business Responsibility and Sustainability Report (BRSR) for the period from April 1, 2024, to March 31, 2025. Under the guidance of the Board and its CSR & Sustainability Committee, this report illustrates how the Company is integrating **Environmental, Social, and Governance (ESG)** considerations into our strategies, financial decisions, and daily operations, thus reinforcing our fundamental value of being "Safe & Green" and enhancing our resilience in a rapidly changing business environment.
- Robust governance supports achievement of ESG objectives and long-term targets. The Board's Code of Conduct requires unwavering integrity and transparency at all management levels, with no infractions or regulatory fines recorded in the past year. Guided by a **double-materiality perspective**, we refreshed our materiality assessment through extensive dialogue with employees, customers, suppliers, communities, and regulators. This approach considered not only the financial significance of ESG factors to JBML but also the Company's broader environmental and social impacts, ensuring that both dimensions of materiality are directly reflected in the disclosures and objectives set forth in this BRSR.
- Our environmental metrics are expected to improve with increased production. Total energy use was 230,733 GJ, including 4,492 GJ from renewable electricity. Energy intensity stayed constant at 1.01 GJ per ₹ lakh of turnover. Our Scope 1 and Scope 2 greenhouse gas emissions were 2,061 tCO<sub>2</sub>e and 37,532 tCO<sub>2</sub>e, respectively, with a combined emissions intensity of 0.17 tCO<sub>2</sub>e per ₹ lakh. Additionally, ISO 14001-certified waste initiatives recycled or recovered 46,475 tonnes of material, keeping waste sent to disposal under 99 tonnes.
- Our commitment to employee well-being is at the heart of JBML's performance philosophy. We achieved a zero lost-time injury rate for both employees and workers through an ISO-45001 compliant safety management system, Behaviour-Based Safety (BBS) training, Machine Control Safety (MCS) and real-time digital monitoring. We assessed all sites for health, safety, and working conditions, and all workers received orientation at our Dojo centres. Employees and workers also enjoy access to non-occupational healthcare, group personal accident insurance, and wellness initiatives, such as the "Sankalp Siddhi" healthy lifestyle program. Additionally, we evaluated 89% of our suppliers, based on spending, against JBML's Supplier Code, which strengthens labour rights, environmental standards, health and safety measures, and human rights protections across our supply chain.
- Our community investments have made steady progress in areas such as cleanliness, health, education, skill development, and heritage preservation, with employee volunteers increasing our local impact. Looking ahead, we aim to formalise short-term emission reduction targets based on scientific principles, expand our on-site renewable energy capacity, increase the number of women in managerial positions, ensure 100% compliance with supplier ESG standards, and improve data assurance to strengthen stakeholder confidence. On behalf of the Board, I would like to thank our employees, partners, and communities for their continued support as we strive to create lasting value for all stakeholders and make meaningful contributions to India's sustainable development goals.
- 8 Details of the highest authority-responsible for implementation and oversight of the Business Responsibility policy (ies).
- The Board of Jay Bharat Maruti Limited is the highest authority responsible for the implementation & oversight of the Business Responsibility policies. Further the risk management and sustainability committee of the Board periodically guides and reviews the implementation of the business responsibility policies.



9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes.  The Board Committees oversee areas as defined in their terms of reference.  The Corporate Social Responsibility (CSR) Committee ensures effective implementation of CSR projects for communities.  The Risk Management and Sustainability Committee ensures that suitable methodologies, processes, and systems are implemented effectively to monitor and assess risks linked to the Company's operations and continuity. They also oversee ESG implementation in the company.  The Stakeholder Relationship Committee addresses and resolves issues brought forth by shareholders and other security holders of the Company.
10	Details of Review of NGRBCs by the Company:	
	<b>Subject of Review</b>	<b>Indicate whether review was under-taken by Director / Committee of the Board/ Any other Committee</b>
		<b>Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)</b>
		<b>P1 P2 P3 P4 P5 P6 P7 P8 P9 P1 P2 P3 P4 P5 P6 P7 P8 P9</b>
	Performance against above policies and follow up action	At JBML, Performance against above policies is reviewed periodically or on a need basis by the concerned committees of the Board and the efficacy of these policies is also reviewed and modified accordingly
	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	By the Committee of the Board  Quarterly
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	<b>P1 P2 P3 P4 P5 P6 P7 P8 P9</b>  Yes, the Company periodically onboards independent third-party agencies to assure, assess or verify the effectiveness of its policies and procedures. Financial statements of the company have been assured by GSA & Associates. The Company further engages other reputed agencies to verify the working of its Environment Management System, Health & Safety Management System, Information Security Management System etc. Jay Bharat Maruti Limited's plants have the following certifications:  IATF 16949:2016 & ISO 9001:2015 - International Quality Management System ISO 14001:2016 -Environmental Management System ISO 45001:2018 - Occupational Health & Safety Management System
12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:	
	a. The entity does not consider the Principles material to its business (Yes/No)	Not applicable
	b. The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	
	c. The entity does not have the financial or/human and technical resources available for the task (Yes/No)	
	d. It is planned to be done in the next financial year (Yes/No)	
	e. Any other reason (please specify)	

**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 that 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	4	<p>The Board of Directors of the Company are updated on changes/ developments in the domestic/ global corporate and industry scenario including those pertaining to statutes / legislations &amp; economic environment and on matters affecting the Company including ESG / BRSR.</p> <p>Any Director who joins the Board is presented with a brief background of the Company, its operations and is informed of the important Policies of the Company including the Code of Conduct for Directors and Senior Management, Code of Conduct for Prevention of Insider Trading of the Company. The Independent Directors are also provided regular updates in the Board Meetings on relevant Statutory changes to ensure that they remain up to date on the Compliance framework.</p> <p>Details of orientation given to the new and existing Independent Directors are available at:</p> <p><a href="https://www.jbmgroup.com/investors/jay-bharat-maruti-ltd/familiarization-program-for-independent-directors/">https://www.jbmgroup.com/investors/jay-bharat-maruti-ltd/familiarization-program-for-independent-directors/</a></p>	100%
Key Managerial Personnel	1	Awareness programmes are held for KMPs of JBML covering areas of ethics, governance, code of conduct, human rights, safety etc. to bring about transparency and awareness relating to fair conduct of business. Various procedures and practices ensure implementation of these policies to meet the KPIs.	100%
Employees	664	JBML conducted multiple online and classroom sessions throughout the year on key topics such as Safety, Code of Conduct, Sustainability, Anti Bribery and Anti-Corruption, Conflict of Interest, Prevention of Sexual Harassment policies, etc., for employees and workers across management and non-managerial levels.	100%
Workers	50	In addition, employees and workers are provided with need-based training as per their job requirement, covering aspects including Safety, Agile Way of Working, Quality Management, NGRBC 9 principles etc.	

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 Requirements) Regulations, 2015 and as disclosed on the entity's website):

## Monetary

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

## Non- Monetary

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

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 anti-corruption or anti-bribery policy for Directors and Management and the employees which inter alia provides that "Directors and Senior Management and all the employees of JBML shall observe the highest standards of ethical conduct and integrity and shall work to the best of their ability and judgement.

Anti-corruption or anti-bribery policy is available at: <https://www.jbmgroup.com/wp-content/uploads/2024/07/Anti-Corruption-Policy.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:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
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.
- Not applicable

## 8 Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured)

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	54.94	47.64

## 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

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a) Purchases from trading houses as % of total purchases	NIL	Nil
	b) Number of trading house where purchases are made from	NIL	Nil
	c) Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a) Sales to dealers /distributors as % of total sales	Nil	Nil
	b) Number of dealers / distributors to whom sales are made	Nil	Nil
	c) Sales to top 10 dealers distributors as % of total sales to dealers / distributors	Nil	Nil
Share of RPTs in	a) Purchases (Purchases with related parties / Total Purchases)	53.89%	55.28%
	b) Sales (Sales to related parties / Total Sales)	88.04%	88.08%
	c) Loans & advances (Loans & advances given to related parties Total loans & advances)	Nil	Nil
	d) Investments in related parties / Total Investments made)	75.37%	74.49%

## Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
6	<ul style="list-style-type: none"> <li>Sustainability and ESG requirements</li> <li>Carbon neutrality and energy optimization</li> <li>Quality improvement / rejection reduction</li> <li>Occupational Health &amp; Safety</li> <li>Prevention of Sexual Harassment</li> <li>Process &amp; productivity improvement</li> <li>Business Relationship</li> <li>Employee self/ non-technical/ behavioural / soft skill development</li> </ul>	100%

2	Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same	Yes, the Company has enacted applicable processes as per the provisions of the Companies Act, 2013. It has laid down the Code of Conduct ('CoC') for Directors and Senior Management which inter alia provides that Directors and Senior Management shall observe the highest standards of ethical conduct and integrity and shall work to the best of their ability and judgement.  The policy on code of conduct is available at: <a href="https://www.jbmgroup.com/wp-content/uploads/jay-bharat-maruti-ltd/corpGovSustain/codes/Code-of-conduct-for-senior-management.pdf">https://www.jbmgroup.com/wp-content/uploads/jay-bharat-maruti-ltd/corpGovSustain/codes/Code-of-conduct-for-senior-management.pdf</a>
---	---	---

## 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

	Current Financial Year 2024-25	Previous Financial Year 2023-24	Details of improvements in environmental and social impacts
R & D	0	0	NA
Capex	0.99%	0.35%	1. Water treatment plant installation and commissioning 2. Roof top solar projects 720 KWP 3. Dismantling and fixing chimney for 1010 KVA DG 4. Sewage and condenser water pumps 5. Software purchase for 4M management

- 2 a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
- We create partnership opportunities for suppliers and subcontractors, to contribute to, and share in our success. The Company has a supply chain policy in place that provides guidance on sustainable sourcing. Preference is always given to sourcing from local suppliers. Supply chain expertise is a focus area in our quest to become the most preferred OEM Supplier. It is done through QMS (ISO 9001:2015/ IATF 16949:2016), ISO45001, ISO14001 and other social & environmental compliance monitoring.

b. If yes, what percentage of inputs were sourced sustainably?	99.97%
--	--------

- 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)	Not Applicable. JBML is a built to print supplier to auto OEM customer requirements for steel parts to be used in vehicles manufacturing. Hence product EPR or circularity is not directly applicable for JBML.
(b) E-waste	
(c) Hazardous waste	
(d) other waste.	

- 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.
- No, EPR is not applicable. JBML is a built to print supplier to auto OEM customer requirements for steel parts to be used in vehicle manufacturing. Hence product EPR or circularity is not directly applicable for JBML.

## Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
----------	---------------------------	---------------------------------	--	---	--

Being a Tier-1 OEM supplier of auto components independent LCA is not applicable, hence it is not undertaken during the year.

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

Name of Product / Service	Description of the risk / concern	Action Taken
Not applicable		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25 (Current Financial Year)	FY 2023-24 Previous Financial Year
Nil		

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

JBML is a tier-1 auto component supplier of steel components to Auto OEMs. It is a complete B2B business, so it does not entail End of Life recovery of products and packaging.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
None	NA

**PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains****Essential Indicators****1. a. Details of measures for the well-being of employees:**

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	984	984	100	984	100	NA	NA	0	0	0	0
Female	18	18	100	18	100	18	100	NA	NA	0	0
Total	1002	1002	100	1002	100	18	1.79	0	0	0	0
Other than Permanent employees											
Male	3	3	100	3	100	NA	NA	0	0	0	0
Female	0	0	0	0	0	0	0	NA	NA	0	0
Total	3	3	100	3	100	0	0	0	0	0	0

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	83	83	100	83	100	NA	NA	0	0	0	0
Female	0	0	0	0	0	0	0	NA	NA	0	0
Total	83	83	100	83	100	0	0	0	0	0	0
Other than Permanent workers											
Male	3130	3130	100	3130	100	NA	NA	0	0	0	0
Female	101	101	100	101	100	0	0	NA	NA	0	0
Total	3231	3231	100	3231	100	0	0	0	0	0	0

**c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent)**

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Cost incurred on well- being measures as a % of total revenue of the company	0.061%	0.053%

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

Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	NA	100	100	NA
ESI	100	100	Y	100	100	Y
NOTE	Provided to all permanent employees and workers as per eligibility					



**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 ensured accessibility to all office and plant locations for differently abled people of the society. However currently we do not have any differently abled employees or workers working in any of our plants or offices.

- 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 <https://www.jbmgroup.com/wp-content/uploads/2024/07/Equal-Opportunity-policy.pdf>

**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	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes,
Other than Permanent Workers	<ul style="list-style-type: none"> <li>The Company has a Whistle Blower policy in place to report any malpractices and unethical events.</li> </ul>
Permanent Employees	<ul style="list-style-type: none"> <li>For reporting concerns related to sexual harassment, there is an internal committee for receiving, investigating, and resolving such complaints in a time bound manner.</li> </ul>
Other than Permanent Employees	<ul style="list-style-type: none"> <li>There is a 5-step process to make appeal and resolve grievances with transparency. This process will be deployed through internal portal and website links.</li> </ul> <p>Employee satisfaction survey was conducted for FY24-25 also to sense employee pulse and address employee grievances.</p>

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1002	0	0.00%	994	0	0.00%
Male	984	0	0.00%	984	0	0.00%
Female	18	0	0.00%	10	0	0.00%
Total Permanent Workers	83	71	85.5%	89	75	84.27%
Male	83	71	85.5%	89	75	84.27%
Female	0	0	0.0%	0	0	0.00%

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

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	%(E/D)	No. F	% (F/D)
Employees										
Male	987	987	100	987	100	984	984	100	984	100
Female	18	18	100	18	100	10	10	100	10	100
Total	1005	1005	100	1005	100	994	994	100	994	100
Workers										
Male	3213	3213	100	3213	100	3268	3268	100	3268	100
Female	101	101	100	101	100	29	29	100	29	100
Total	3314	3314	100	3314	100	3297	3297	100	3297	100

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
<b>Employees*</b>						
Male	984	984	100	984	984	100
Female	18	18	100	10	10	100
Total	1002	1002	100	994	994	100
<b>Workers*</b>						
Male	83	83	100	89	89	100
Female	0	0	100	0	0	100
Total	83	83	100	89	89	100

Note: \*For all eligible permanent employees and workers.

## 10 Health and safety management system:

a.	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Yes, JBML has implemented an occupational health and safety management system. The system is based on ISO 45001 and is designed to ensure that the Company meets its legal obligations and provides a safe and healthy working environment for its employees. The OH&S system is applicable for all plants and offices of JBML.
b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	<p>We at JBML have a defined system for the identification &amp; review of Work-related hazards and assess risk on a routine and non-routine basis.</p> <ol style="list-style-type: none"> <li>1. Capturing Unsafe Acts/ Unsafe conditions during safety gemba walks at shop floor by all levels of organization as per defined frequency.</li> <li>2. Safety committee meeting and monthly review meetings for the actions &amp; closure of OPLs.</li> <li>3. Conducting Hazard Identification and Risk Assessment (HIRA) for all routine and non-routine activities in accordance with ISO 45001:2018 as per defined frequency.</li> <li>4. Ensuring hazard identification for non-routine activities like hot work, height excavation, confined space, etc. through work permit system.</li> </ol>
c.	Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Yes/No)	Yes. The health and safety committee is responsible for the recording, review and resolution of hazards and risks identified.
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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
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.

To provide a safe and healthy workplace JBML provides multiple facilities to its employees as detailed below.

1. JBML has a very well defined EHS policy in place to ensure standards at all locations for Occupational Safety and Health.
2. JBML also instils a safety culture through Safety Rating mechanisms, while comparing various plants and awarding the best-performing ones.
3. We also ensure the safety training of all workers at DOJO centre's before inducting them on the shop floor.
4. We implement benchmark safety practices like hazard identification & Risk Assessment (HIRA), audits & inspections, incident reporting, work permit system, Henrich Pyramid, Safety SOPs, check sheets, Best Practices, Safety Alerts, healthcare facilities and periodic health checkups etc. and actively adopt technology solutions to make them even more effective.
5. We ensure essential safety measures through machine control safety (MCS) and behavioural based safety (BBS) mechanisms.
6. We conduct workplace monitoring and stringently comply with Factories Act., 1948 and state factory rules to ensure health and safety of all stakeholders.
7. We provide Personal Protective Equipment's (PPEs) to all workers involved in operations and ensure adherence.
8. At JBML we conduct regular health check-up and blood donation camps at regular intervals to ensure employee health and well-being.
9. We have also enabled Occupational Health Centre's (OHCs) and tie – up with nearby hospitals to ensure timely medical support.
10. We drive safety weeks and months to create a culture of safety in the organization.

Under Sankalp Siddhi (Joyful Body & Mind) drive, we promote healthy lifestyle of employees through active adoption of yoga, training & awareness sessions by lifestyle gurus and Ayush practitioners.

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	37	0	NA	54	0	NA
Health & Safety	33	0	NA	12	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% plants audited by customer & by certification agencies
Working Conditions	100% plants audited by customer & by certification agencies

- 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.
1. Machine Control Safety & Behaviour Based Safety approach enabling robust safety assurance.
  2. Safety culture development through 20-pointer Safety score assessment & improvement.
  3. Behaviour Based Safety trainings and re-trainings conducted to cover 100% employees.
  4. Safety governance matrix implemented in all plants. Machine safety levels defined and upgraded. E.g. forklift safety level improved from L1 to L3 by adding safety poka yoke.
  5. Improved material handling by erection of conveyor for handling of heavy components.
  6. Use of digital technology for monitoring of audit findings and closure.

## 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, 100% employees & workers are covered under GPA (Group Personal Accidental) life insurance. A policy is available for "Death Compensation" to provide monetary support to the deceased employee's family through a benevolent fund.
- 2 Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners. We have a procedure in place that payments are made only after confirmation of payment of GST obligations of value chain partners.  
ESI and PF deduction is tracked for all manpower contractors. Contractor invoices are cleared only after validation. Around 89.26% of suppliers (based on value) are following the ESI & PF deduction.
- 3 Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
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. We engage employees as consultants on a fixed term contract basis post superannuation depending upon suitability, fitness and consent by the concerned employee.

## 5 Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Health and safety practices	89.26%
Working Conditions	89.26%

- |   |   |
|---|---|
| 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. | The company is encouraging its value chain partners through the supplier code of conduct and supply chain policy and continuously shares the benefits of implementation of ISO45001. Around 89.26% of suppliers are qualified as per the above standard |
|---|---|

**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: | <p>The company identifies internal and external stakeholders based on whether they are impacted by the company or create an impact on the value-creation process. Based on this, the company has identified employees as internal stakeholders and stakeholders, customers, value chain partners &amp; regulators as external stakeholders.</p> <p>The key stakeholders identified include Customers, Employees, Business Partners (Suppliers and Vendors), Community, Investors, and Government Bodies. Our approach towards responsible and sustainable business practices undergoes a systematic mapping through regular engagement with its internal and external stakeholders. This practice helps the Company to prioritize key sustainability issues in terms of relevance to its business and stakeholders, including society and clients.</p> <p>We undertake our materiality assessment to embed sustainability aspects of our operations based on their impact on business, changing market scenarios, and stakeholder expectations. The company has established a dedicated policy for 'Stakeholder Engagement'. This policy contains purpose, scope, policy statement, accountability &amp; grievance procedure for stakeholders. The Company has identified investors, shareholders, employees, local communities, legal institutions, trade associations, suppliers, business partners, customers, government, regulators, and competitors as its key stakeholder groups.</p> |
|--|--|

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

Sl. No.	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
1	Employees	No	One-on-one meetings, Town halls Meetings, Review Meetings: MRM/ BRM/FRM/ DWM Safety Meetings, Team meetings, Intranet or company portal.	Depends on the channel	Health & Safety, professional growth of employees, wellbeing, training and awareness, building a strong and productive relationship.
2	Customer(s)	No	Website, conferences, customer surveys, face-to-face meetings, E-mail, Customer feedback, extra net portal.	Ongoing	Complaints handling and new product development, communication and feedback, Product quality and safety, Adequate information on products, Timely delivery of products.
3	Shareholders	No	Annual General Meetings, Shareholder meets, email, Stock Exchange (SE) intimations, conference calls, annual reports, quarterly results, media releases, and the Company website.	Quarterly / Half Yearly/ Annually	Transparent and effective communication of business performance, addressing investor queries and concerns, and providing insights into the Company's corporate strategy and business environment.
4	Value chain partners	No	Vendor meets, conferences, e-mail, voice calls.	Ongoing	Customer relationship, product knowledge sharing, encouraging benefits of safety standards & procedures like ISO45001.
5	Regulators/ Govt Ministries	No	Advocacy meetings with local/ state/ national regulators/ government ministries and seminars, media releases, conferences, membership in industry bodies.	Ongoing	Compliance, Industry concerns, and policy advocacy events which will help the country's economy and companies' policy advocacy.
6	Communities	Yes	CSR team meetings	Ongoing	CSR Projects, other initiatives, Employee volunteering for community initiatives.

### Leadership Indicators

- |   |   |   |
|---|---|---|
| 1 | Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.   | At JBML, the stakeholder engagement mechanism is a key driving force toward strengthening stakeholder relationships. During the year, the company conducted a materiality assessment survey in which the stakeholders expressed their opinion on material issues. The same is being used to formulate the ESG strategy of the company.  |
| 2 | Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity. | Yes. We consistently engage with stakeholders to actively contribute to the materiality assessment process. Through ongoing interactions with both internal and external stakeholders, we identify significant issues that have an impact on our capacity to generate value. These noteworthy matters are thoroughly reviewed each year, considering their relevance to management procedures, risk evaluation, and strategic aims. |

- 3 Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups. Yes, Stakeholder consultation is used to support CSR initiatives for addressing environmental and social issues.

## PRINCIPLE 5 Businesses should respect and promote human rights

### Essential Indicators

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1002	1002	100	988	988	100
Other than permanent	3	3	100	6	6	100
Total Employees	1005	1005	100	994	994	100
<b>Workers</b>						
Permanent	83	83	100	89	89	100
Other than permanent	3231	3231	100	3208	3208	100
Total Workers	3314	3314	100	3297	3297	100

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

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than minimum Wage		Total (D)	Equal to Minimum Wage		More than minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)
Employees										
Permanent	1002	0	0	1002	100	988	0	0	988	100
Male	984	0	0	984	100	978	0	0	978	100
Female	18	0	0	18	100	10	0	0	10	100
Other than permanent	3	0	0	3	100	6	0	0	6	100
Male	3	0	0	3	100	6	0	0	6	100
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	83	0	0	83	100	89	0	0	89	100
Male	83	0	0	83	100	89	0	0	89	100
Female	0	0	0	0	0	0	0	0	0	0
Other than permanent	3231	116	3.59	3115	96.41	3208	264	8.23	2944	91.77
Male	3130	112	3.58	3018	96.42	3179	257	8.08	2922	91.92
Female	101	4	3.96	97	96.04	29	7	24.14	22	75.86



## 3 a. 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)*	6	2,22,500	1	3,65,000
Key Managerial Personnel	1	1,91,25,155	1	36,96,675
Employees other than BoD and KMP	986	4,78,386	17	3,01,944
Workers	3130	1,67,900	101	1,56,936

\* BOD are getting sitting fees except Executive Directors

## b. Gross wages paid to females as % of total wages paid by the entity:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to female as % of total wages	1.58%	1.39%

- 4 Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/ No)
- Yes. The company respects human rights for all stakeholders. It has Human Rights policy whose scope includes employees, suppliers & contractors, local communities & society. Any human rights policy violation is addressed through a grievance redressal mechanism implemented by HR department.
- 5 Describe the internal mechanisms in place to redress grievances related to human rights issues.
- The company has a human rights policy and is committed to preventing any human rights violation and ensures compliance of the Policy through a mechanism implemented by the HR Department.

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	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 Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013:

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

- |    |   |   |
|----|---|---|
| 8  | Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases  | As part of the Whistle-blower Policy and Prevention of Sexual Harassment Policy, JBML is committed to the protection of the identity of the complainant, and all such matters are dealt with in strict confidence with appropriate measures taken to maintain such confidentiality. |
| 9  | Do human rights requirements form part of your business agreements and contracts? (Yes/No)  | Yes, human rights requirements form part of our business agreements and contracts.  |
| 10 | Assessments for the year:   |   |
|    |   | <b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>  |
|    | Child labour  |   |
|    | Forced/involuntary labour   |   |
|    | Sexual harassment   | 100%. All plants and offices are assessed for compliance on key Human Rights issues   |
|    | Discrimination at workplace   | by internal teams of the Company, as part of the regular ongoing reviews by the   |
|    | Wages   | senior leadership team of the Company.  |
|    | Others – please specify   |   |
| 11 | Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above. | There were no significant risks or concerns identified during FY 2024-25. However, the Company ensures continuous monitoring and capability building for the same.  |

### Leadership Indicators

- |   |   |  |
|---|---|--|
| 1 | Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.                                    | During the FY 2024-25, no human rights grievances/complaints have been received. However, the company has developed & adopted a Human Rights Policy for continuous monitoring & improvement.   |
| 2 | Details of the scope and coverage of any Human rights due-diligence conducted.  | The Human Rights Policy applies to all individuals associated with JBML and underscores the core principles that define our obligations towards employees, contractors, and the foundation of our business interactions and work atmosphere across the organization. Adherence to this policy is demonstrated through a transparent framework governing recruitment, growth, and well-being. We have established effective systems with checks and balances in order to prevent any deviations from the stipulations of our Human Rights policy. |
| 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 is an Equal Opportunity employer and therefore it aims to make necessary accessibility arrangements for the people with disability wherever required. Accessibility is available for differently abled visitors at all office and plant locations of the company.   |

## 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	
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	89.26% (We expect our value chain partners to adhere to JBM's Code of Conduct as a part of General Purchase Agreement and while on-boarding any supplier we ensure the suppliers adhere to the given parameters)
Wages	
Others – please specify	

- 5 Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above. No compliance failure declared by value chain partners

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment****Essential Indicators**

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	4,492.40	4,689.07
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	4,492.40	4,689.07
<b>From non-renewable sources</b>		
Total electricity consumption (D)	1,85,853.97	1,82,804.01
Total fuel consumption (E)	40,386.21	37,374.57
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	2,26,240.18	2,20,178.58
Total energy consumed (A+B+C+D+E+F)	2,30,732.58	2,24,867.68
Energy intensity per rupee of turnover (Total energy consumed/turnover in Lakhs.)	1.01	0.98
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Not Applicable	Not Applicable
Energy intensity in terms of physical output	-	-
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? (Yes/ No) If yes, name of the external agency: No Independent assessment has been done.

- 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. Not Applicable

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water		-
(ii) Groundwater	71,887	69,663.8
(iii) Third party water (tanker)	-	-
(iv) Seawater / desalinated water	-	-
(v) Water from municipal corporation	53,016	7,809
(vi) Others- Water from customer Industrial Association	32,033	64,451
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,56,936	1,41,923.8
Total volume of water consumption (in kilolitres)	2,01,106	1,83,086
Water intensity per rupee of turnover (Total water consumption / turnover in Lakhs)	0.87	0.79
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	Not Applicable	Not Applicable
Water intensity in terms of physical output	-	-
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? No Independent assessment has been done  
(Y/N) If yes, name of the external agency:

## 4 Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(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	-	-
No treatment	32484.2	39629.1*
With treatment – please specify level of treatment	-	-
(v) Others	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>32484.2</b>	<b>39629.1*</b>

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

No Independent assessment has been done.

NOTE: \* Data revised as per new measurement mechanisms. In line with the upgraded monitory protocol introduced this year, JBML has recalibrated its FY 2023-24 water - discharge figures.

- 5 Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.
- Yes. Plant locations are in OEM vendor park or co-located with group companies, and the water is discharged to these business partner managed STP. Treated water is further used for horticulture and other purposes.

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

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	microgram/ m <sup>3</sup>	242.5	31
SOx	microgram/ m <sup>3</sup>	29	18.1
Particulate matter (PM)	microgram/ m <sup>3</sup>	42.6	88.5
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) If yes, name of the external agency.

No Independent assessment has been done.

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	TCO <sub>2</sub> e	2,061.36	2,243.62
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	TCO <sub>2</sub> e	37,532.18	36,053.01
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions /turnover in Lakhs)	MTCO <sub>2</sub> e/Per rupee of turnover	0.17	0.16
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		Not Applicable	Not Applicable
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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 has been done.

- 8 Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.
- JBML drives LEAP projects across its plants and was able to reduce emissions through power saving and resource consumption reduction while enabling a saving of Rs.101.19 Lakhs

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil). Please specify, if any. (G)	114.30	105.26
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	46,488.43	48,656.26
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>46,602.73</b>	<b>48,761.52</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)(in Lakhs)	0.20	0.21
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	Not Applicable	Not Applicable
Waste intensity in terms of physical output	-	-
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)**

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	46,499.20	48,662.56
<b>Total</b>	<b>46,499.20</b>	<b>48,662.56</b>

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	133.95	98.96
<b>Total</b>	<b>133.95</b>	<b>98.96</b>

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

10	Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes			All our operations are ISO14001 certified, and our waste management approach is based on the philosophy of Reduce, Reuse, and Recycle. With our efforts, we contribute to a circular economy and convert waste into resources. Non-hazardous solid wastes generated from various units are being sent to recyclers for recycling. Hazardous waste is disposed off with the help of the authorized recyclers.		
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:					
Sl. 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			
1	Not Applicable					
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	
Not Applicable						
13	Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:					
Sl. No	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts		Corrective action taken, if any	
1	JBML is complying with all applicable rules & regulations					

### Leadership Indicators

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

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area

(ii) Nature of operations

(iii) Water withdrawal, consumption and discharge in the following format:

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

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area	Not Applicable
(ii) Nature of operations	Not Applicable
(iii) Water withdrawal, consumption and discharge in the following format:	Not Applicable



Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
---No treatment		
---With treatment – please specify level of treatment		
(ii) Into Groundwater		
---No treatment		
---With treatment – please specify level of treatment		
(iii) Into Seawater		
---No treatment		
---With treatment – please specify level of treatment		
(iv) Sent to third-parties		
---No treatment		
---With treatment – please specify level of treatment		
(v) Others		
---No treatment		
---With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Not Applicable

Not Applicable

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

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

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	Currently, the company is in the process of assessing the methodology to measure the Scope 3 emissions. Once the systems are in place, JBML will report the Scope 3 emission data.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

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

Not Applicable

- 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:

Sl. NO	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
5	Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.	Yes. The Company has a business continuity and disaster management plan in place. For IT-related issues, disaster recovery plan is designed to reduce the organization's business risk arising from an unexpected disruption of the critical IT functions/ operations necessary for the business. Disaster recovery plan covers details of actions to be taken, resources to be used and procedures to be followed. The IT team conducts regular data recovery drills to check efficiency of process and plan.  The Company's supply chain also ensures business continuity during natural calamities, supply shortages and implement various measures to minimise supply disruptions to ensure business continuity.	
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	No significant adverse impact identified. We check the PUC certificate of transporters. To uphold the values of Sustainable Supply Chain, we systematically verify that every contracted transporter maintains a valid Pollution Under Control (PUC) certificate, ensuring full compliance with statutory emission norms and reinforcing our commitment to responsible supply chain management.	
7	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.	89.25 % of suppliers follow the EMS practices & standards and 92.91% are ISO 14001:2015 certified	
8	How many Green Credits have been generated or procured		
	a. By the listed entity:	Nil	
	b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners:	Nil	

**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. (As below)
  - 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.

Sl. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State / National)
1	Confederation of Indian Industry (CII)	National
2	Automotive Component Manufacturers Association of India (ACMA)	National
3	PHD Chambers	National
4	Gurgaon Chamber of Commerce and Industry (GCCI)	State
5	Gurgaon Industrial Association (GIA)	State

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

Name of authority	Brief of the case	Corrective action taken
	NIL	

### Leadership Indicators

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

	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	-	-	-	-	-
2	-	-	-	-	-

## PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

### Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1					
2					

NIL

- 2 Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format: **Not applicable**

Sl. 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)
1						
2						

Not applicable

- 3 Describe the mechanisms to receive and redress grievances of the community.
- A community grievance-handling mechanism is in place, where any community member can submit grievance/complaint through the following link: <https://www.jbmgroup.com/contact-us/>
- Also, any complaints received directly to the Company's office or through official email are taken care of promptly.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	4.5%	3.96%
Directly from within India	99.5%	99.47%

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

Location	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Rural	24.99%	24.42%
Semi Urban	23.03%	20.17%
Urban	51.97%	55.41%
Metropolitan	0%	0%

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

## 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**

Details of negative social impact identified	Corrective action taken
Not applicable	Not applicable

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

Sl. No	State	Aspirational District	Amount spent (In INR)
1		CSR Projects not undertaken in aspirational districts	
2			

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

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**

Sl. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1		Not applicable		
2				

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**

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

## 6 Details of beneficiaries of CSR Projects:

Sl.No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Sahyog (Distribution of Clothes, Utensils, Books and toys etc.)	5400	100%
2	Pratibha Vikas Sansthan	25	50%
3	Women Empowerment	91	100%
4	Health Check-up camp	1075	100%
5	Sanitation and Cleanliness Drives	600	100%
6	Infrastructure for Schools / Hostels	1550	100%

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

## Essential Indicators

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.  
We received complaints through extra net portal, emails and CAPA (corrective and preventive action plan) from OEM customers. Accordingly, complaint resolution and response is made through the same.
- 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  
Not applicable. The company is B2B (Business to Business) and steel products are manufactured as per the requirement of Auto OEM Customers.
- Number of consumer complaints in respect of the following:

	FY 2024-25 (Current Financial Year)		Remarks	FY 2023-24 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of Products	Nil	Nil	-	Nil	Nil	-
Quality of Products	66	0	-	75	0	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Other	Nil	Nil	-	Nil	Nil	-
- Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	NA	NA
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.	<p>Yes, the company has IT policy which encompasses Data privacy policy/framework.</p> <p>As technology and digital advancements continue to progress, cyber risks are becoming more prevalent. To address this, the company has established a robust Cyber Risk Management framework, which is overseen by the Risk Management Committee. The framework ensures that cyber risks are identified and mitigated effectively. The company has implemented cyber security policy as enlisted below</p> <p><a href="https://www.jbmgroup.com/wp-content/uploads/jay-bharat-maruti-ltd/corpGovSustain/policies/IT-Infra-Cybersecurity-Policy-july2025.pdf">https://www.jbmgroup.com/wp-content/uploads/jay-bharat-maruti-ltd/corpGovSustain/policies/IT-Infra-Cybersecurity-Policy-july2025.pdf</a></p>
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	<p>The Company has not had any instances of cyber security or data breaches, product recalls or product safety complaints. The Company has a data privacy and cyber security policy approved by the board which provides the highest level of protection regarding the processing of its employees', vendors', and clients'/customers' personal data based on applicable data protection laws and regulations.</p>
7.	Provide the following information relating to data breaches:	
a.	Number of instances of data breaches along-with impact	Nil
b.	Percentage of data breaches involving personally identifiable information of customers	Nil

### Leadership Indicators

1	Channels / Platforms where information on products and services of the entity can be accessed (provide web link, if available).	<p>The Company is B2B (Business to Business) and products are manufactured as per the requirement of Customers.</p> <p>Our manufacturing capability, product &amp; service details can be accessed through our group website <a href="https://www.jbmgroup.com/">https://www.jbmgroup.com/</a></p>
2	Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.	Not applicable. The company is B2B (Business to Business) and products are manufactured as per the requirement of Customers.
3	Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services	Not applicable. The company is B2B (Business to Business) and products are manufactured as per the requirement of customers and is not engaged in providing any essential services to customers.
4	Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. 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)	<p>Not Applicable.</p> <p>The company is B2B (Business to Business) and products are manufactured as per the requirement of Customers.</p>