



JYOTI CNC AUTOMATION LIMITED

CIN: L29221GJ1991PLC014914

Regd. Off.: G – 506, Lodhika GIDC, Kalawad Road,

Metoda, Rajkot – 360 021.

Date: September 06, 2024

To,
The Department of Corporate Services,
BSE Limited, Mumbai

To,
The Listing Compliance Dept.
National Stock Exchange of India Ltd, Mumbai

BSE Script Code: 544081

NSE Script Symbol: JYOTICNC

Dear Sir/ Madam,

SUB : SUBMISSION OF BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING FOR THE FINANCIAL YEAR ENDED ON MARCH 31, 2024.

With reference to the caption subject and pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report for Financial Year ended March 31, 2024, which also forms part of the Annual Report for FY 2023-24.

Annual Report, containing Business Responsibility and Sustainability Report, is also available on company's website https://jyoti.co.in/wp-content/uploads/2024/09/Annual-Report-JCAL_Financial-Year-2023-24.pdf?v=1.2

Please take the same on your records.

Thanking You,
For Jyoti CNC Automation Limited

Maulik B Gandhi
Compliance Officer and Company Secretary
Membership No.: F8819

Encl.: As stated above.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY:

Sr. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L29221GJ1991PLC014914
2.	Name of the Listed Entity	JYOTI CNC AUTOMATION LIMITED
3.	Year of incorporation	1991
4.	Registered office address	G -506 Lodhika GIDC, Vill: Metoda, Rajkot, Gujarat, India, 360021
5.	Corporate address	G -506 Lodhika GIDC, Vill: Metoda, Rajkot, Gujarat, India, 360021
6.	E-mail	investors@jyoti.co.in
7.	Telephone	+91 2827-235100
8.	Website	www.jyoti.co.in
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	- BSE Limited - National Stock Exchange of India Limited
11.	Paid-up capital (Rs.)	45,48,46,192
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Maulik B Gandhi Tel: +91 2827-235100 Email: investors@jyoti.co.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone Basis except financial highlights at Page No. 116.
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

II. PRODUCTS/SERVICES

Details of business activities:

Sr. No.	Main Activity Group Code	Description of Main Activity Group	Business Activity Code	Description of Business Activity	% of Turnover of the Company
1.	C	Sale of CNC Machine	C13	Other manufacturing including jewelry, musical instruments, medical instruments, sports goods, etc. activities	92.89%

Note: The details of business activities is as per the MGT – 7 of the company.

Products/Services sold by the entity:

Sr. No.	Product/Service	NIC Code (2008)	% of Total
1.	Sale of Machinery	28221	92.89%
2.	Sale of Machinery Parts	28223	5.59%
3.	Annual Maintenance Contract Income	33123	0.86%
4.	Machine Service Income	33123	0.31%
5.	Job Work Income	-	0.29%

III. OPERATIONS

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

Location	Number of Plants	Number of Offices	Total
National	2	31	33
International	-	11	11

In National market, company sale its products and services to customers through its 29 sales and services office and 2 distributors / dealers. In International market, company sale its products and services to customers through 11 distributors / dealers.

Markets served by the entity:

a. Number of Locations

Locations	Number
National (No. of States)	12
International (No. of Countries) / Region	18

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

Contribution of Exports - 35.88 %

c. A brief on types of customers: The Machine manufactured and sale by Company is used for further manufacturing by its customers (called "end user"). These end users are widespread from tiny entity to large business corporates spread across different industries. Key industries contributing large chunk of revenue of company are Aerospace and Defense, General Engineering, Dies & Moulds, Auto & Auto Components and EMS. The company has bifurcated its market segment in below different categories:

Category 1: Large Corporates

Category 2: Small and Medium Enterprises

Category 3: Government Organizations and Public Sector Undertakings

Category 4: Overseas Customers

IV. EMPLOYEES**Employees and workers (including differently abled):**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	%(C/A)
Employees						
1.	Permanent (D)	1,767	1,715	97.05%	52	2.95%
2.	Other than Permanent (E)	919	868	94.45%	51	5.55%
3.	Total employees (D + E)	2,686	2,583	96.17%	103	3.83%
Workers						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	-	-	-	-	-

Note: All personnel employed by Company are considered as Employee and shown above.

Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	%(C/A)
Differently Abled Employees						
1.	Permanent (D)	4	4	100%	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	4	4	100%	-	-
Differently Abled Workers						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	-	-	-	-	-

Note: All personnel employed by Company are considered as Employee and shown above.

Participation/Inclusion/Representation of women:

	Total (A)	No. & Percentage of Female	
		No. (B)	%(B/A)
Board of Directors	7	1	14.29%
Key Management Personnel	-	-	-

Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years):

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.20	11.11	11.20	11.10	11.76	11.11	13.24	20.00	13.40
Permanent Workers	-	-	-	-	-	-	-	-	-

Note: All personnel employed by Company are considered as Employee and shown above.

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

Names of holding / subsidiary / associate companies / joint ventures:

Sr. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Jyoti SAS	Subsidiary	100%	No
2.	Huron Graffenstanden SAS	Subsidiary	-	No
3.	Huron Frasmachines Gmbh	Subsidiary	-	No
4.	Huron Canada Inc.	Subsidiary	-	No
5.	Huron Machinery Service and Foreign Trade Limited Company	Subsidiary	-	No

Note: Entities mentioned at sr. no. 2 above is wholly owned subsidiaries of entity mentioned at sr. no. 1 and entities mentioned at sr. no. 3 to 5 above are wholly owned subsidiaries of entity mentioned at sr. no. 2

VI. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	NIL	NIL	NA	NIL	NIL	NA
Investors & Shareholders	Yes	959	0	NA	NIL	NIL	NA
Employees and workers	Yes	NIL	NIL	NA	NIL	NIL	NA
Customers**	Yes	23,213	NIL	NIL	20,933	NIL	NIL
Value Chain Partners	Yes	NIL	NIL	NA	NIL	NIL	NA


Overview of the entity’s material responsible business conduct issues:


Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format


Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Greenhouse Gas Emission	Risk	<p>The company has in house foundry which carries emission intensive process and increase carbon footprint.</p> <p>Failure to reduce carbon emission could impact company’s reputation and branch image</p>	<p>We utilize electricity and Piped Natural Gas (PNG), both of which are cleaner source of energy that contribute to reduced carbon emissions.</p> <p>We have installed Air Pollution Control Measures (APCM) in our foundry. This includes dust collectors and cyclones, which are highly effective in capturing and reducing particulate matter and other pollutants.</p>	Negative: Compliance and Remediation Cost.
2.	Waste Management	Risk	<p>Waste is generated across all manufacturing shops / divisions. This waste may hazardous or nonhazardous.</p> <p>Lack of waste management reflects operational inefficiency and may hinder operations.</p>	<p>Hazardous waste are being discharge through certified vendors.</p> <p>Nonhazardous waste are being reused in production or being sold out.</p>	Negative: Compliance and Remediation Cost.
3.	Health & Safety	Risk	<p>Workplace accident and unsafe working environment lead to rise in liability and employee downtime which affect production and productivity.</p>	<p>Strengthening safety protocol, safety training and invest in safety tools & equipments</p>	<p>Negative: Non-Compliance Cost.</p> <p>Position: Increase Production and Productivity.</p>
4.	Product Quality, Performance and Customer Management	Opportunity	<p>Quality and Performance is prime focus for any product.</p> <p>Substandard or poor quality or performance of product raise dissatisfaction or dislike amongst customers and company cannot retain its existing customers or sustain its business in long run.</p>	<p>Improves its product performance through in house research facility.</p>	<p>Positive: Increased Customer Satisfaction, Brand Value and loyalty.</p>

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Research & Development, Innovation, customization	Opportunity	<p>Company operates in highly technical sensitive market where innovation in technology is constant process.</p> <p>Failure to offer innovative products, technology will lead to loss of customer and market.</p> <p>On other hand, offering innovative, customized products not only retain and sustain customers & market but also increased customers confidence in their own business and ventures.</p>	<p>Company has In house Research & Development Facility by which company has large product basket encompassing more than 200+ variants which along with customization of products, offering solutions for all kind of manufacturing in any end user industries.</p>	<p>Positive: Innovative and Customized Products can be offered to Customer.</p>
6.	Employees well being & development	Risk & Opportunity	<p>Company has vertically integrated Manufacturing facility and having large basket of products developed to cater needs of all kinds of manufacturing operations across various end user industries.</p> <p>In the absence of personal development, self-motivation and team spirit amongst employees, Company could not grow and sustain its business operation in long run.</p> <p>On other hand, self-motivated team having a team spirit not only make growth & development but bring satisfaction amongst stakeholders in their relationship with company.</p>	<p>A company treats its employee as its assets and so successful in building self-motivated energetic team tend to have team spirit.</p> <p>For wellbeing & development of employees, company provides many facilities and undertake activities like healthy food, clean & healthy work environment, sports & cultural activities, personal and professional development program me, etc.</p>	<p>Overall Growth of Company and boost employee morale. (Benefits cannot be measured in financial terms)</p>

VII. CSR DETAILS

 Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

 **Turnover:**
₹ 11,897.24 million.

 **Net worth:**
₹ 17,565.37 million.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
1. (a)	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	✓	✓	✓	✓	✓	✓	✓	✓	✓
1. (b)	Has the policy been approved by the Board? (Yes/No)	✓	✓	✓	✓	✓	✓	✓	✓	✓
1. (c)	Web Link of the Policies, if available	https://jyoti.co.in/investors/corporate-governance/								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	✓	✓	✓	✓	✓	✓	✓	✓	✓
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	✓	✓	✓	✓	✓	✓	✓	✓	✓
4.	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	P2 = ISO 9001: 2015 P3 = ISO 14001: 2015 P6 = ISO 45001: 2018								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Company has yet to set specific commitments, goals and target and define timeline for them.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								
Governance, leadership and oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) <i>As an organization, we understand the importance of following Environment, Social and Governance Practices in order to ensure sustainability for its operation as well as of stakeholders and communities. Our commitment towards the society is highlighted through our CSR activities and our business practices. We are growing organization and aimed to extend maximum benefits of our progress to the society at large.</i>									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy (ies).	Mr. Parakramsinh G. Jadeja, Chairman & Managing Director, supported by Whole Time Directors.								
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.	No								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	By Executive Directors of the Company									Reviewed Annually.								
Compliance with statutory requirements of relevance to the principles, and rectification of any Non-compliances	Regularly as and when required									Annually								

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	<p><i>Yes, below mentioned ISO certification made company's policies and practice subject to external scrutiny and internal audit at regular interval.</i></p> <p>ISO 9001: 2015</p> <p>P3 = ISO 14001: 2015</p> <p>P6 = ISO 45001: 2018</p>								

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

12.	The entity does not consider the principles material to its business (Yes/No)	Not Applicable
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)	
	It is planned to be done in the next financial year (Yes/No)	
	Any other reason (please specify)	

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators			
Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programs
Board of Directors	1	Orientation to Independent Directors. Impact: Make Independent Directors aware of new development and existing business of company.	75%
Key Managerial Personnel and Senior Management Personnel	2	Compliance and Insider Trading Regulation. Impact: Awareness for compliance.	80%
Employees other than BoD and KMPs	268	Functional Areas, Induction and Personal Development. Impact: Training in area such safety, quality, management system, and skill upgradation improve productivity and engagement of employee.	91.81%
Workers		Functional Areas and Induction Training Impact: Induction and functional training enables employees to undertake their work efficiently and improve their performance.	

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

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

Note: The disclosures is made on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website.

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
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Not Applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.: NO

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 2023-24	FY 2024-25
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

6. Details of complaints with regard to conflict of interest

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

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

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2023-24	FY 2022-23
Number of days of accounts payables	150	204

9. Open-ness of business

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

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	Purchases from trading houses as % of total purchases	29%	32%
	Number of trading houses where purchases are made from	760	1058
	Purchases from top 10 trading houses as % of total purchases from trading houses	51%	41%
Concentration of Sales	Sales to dealers / distributors as % of total sales	6.22%	5.07%
	Number of dealers / distributors to whom sales are made	5	5
	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	100%	100%
Share of RPTs in	Purchases (Purchases with related parties / Total Purchases)	4.72%	1.23%
	Sales (Sales to related parties / Total Sales)	4.74%	3.07%
	Loans & advances (Loans & advances given to related parties / Total loans & advances) *	-	-
	Investments** (Investments in related parties / Total Investments made) (Amt. in Millions)	606.22	-

* Indicates loans / advances made during the period.

** Indicates fresh investment, if made, in wholly owned subsidiary during the period.

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

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.

(value in lacs)

	Current Financial Year FY 2023 – 24	Previous Financial Year FY 2022 – 23	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	46.42	-	Generation of Clean Energy from renewable source and monetary benefits saving in electricity cost.

2a. Does the entity have procedures in place for sustainable sourcing? (Yes/No): Yes

2b. If yes, what percentage of inputs were sourced sustainably: 100 %

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

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 EPR plan submitted to Pollution Control Boards? If not, provide steps taken to address the same. : Yes, We handle plastic waste and fall under the Importer category. The same been done in adherence to the EPR guidelines and necessary return been filed on CPCB EPR Portal.

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

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

Category	% of Employees Covered by										
	Total	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	1715	-	-	1715	100%	-	-	-	-	-	-
Female	52	-	-	52	100%	1	1.92%	-	-	-	-
Total	1767	-	-	1767	-	-	-	-	-	-	-
Other than Permanent Employees											
Male	868	-	-	868	100%	-	-	-	-	-	-
Female	51	-	-	51	100%	-	-	-	-	-	-
Total	919	-	-	919	100%	-	-	-	-	-	-

1b. Details of measures for the well-being of workers: All personnel employed by Company are considered as Employee and shown in para (a) above: Yes

1c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

(value in millions)

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	51.88	39.43

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

Benefits	FY 2023-24			FY 2022-23		
	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 %	-	Y	100%	-	Y
Gratuity	37.34%	-	Y	55.65%	-	Y
ESI	0.26%	-	Y*	0.38%	-	Y*
Others – please specify	-	-	-	-	-	-

* ESI applicable at selected places only and accordingly amount deposited.

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

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

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, Company adopt Whistle Blower Policy, available on website of company, provides mechanism for redressal of grievance of worker or employee, permanent or temporary, working in company.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total Permanent Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		Number (B)	%(B/A)	Number (C)	%(C/A)		Number (E)	%(E/D)	Number (F)	%(F/D)
Employees										
Male	1715	943	54.98%	771	44.96%	1529	146	9.55%	887	58.01%
Female	52	21	40.38%	30	57.69%	36	2	5.56%	5	13.89%
Total	1767	964	54.56%	801	45.33%	1565	148	9.46%	892	57%
Workers										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-

Note: All personnel employed by Company are considered as Employee and shown above.

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	Number (B)	%(B/A)	Total (C)	Number (D)	%(D/C)
Employees						
Male	1715	1715	100%	1529	1528	99.93%
Female	52	52	100%	36	36	100%
Total	1767	1767	100%	1565	1564	99.94%
Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? If yes, the coverage of such a system? Yes. The company has specific team looking for health and safety of employees of the company. Health and Safety measures extend to all employees and to all activities carried on within the company's premises.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? EHS Department assess work related hazards in each shop, division, area and risks

associated therewith. Accordingly, mitigations measures specific to the risks been implemented. Apart therefrom, EHS department issued common guidelines for work related hazards which they time to time monitor as well as train, guide employees.

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

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

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

Safety Incident/Number	Category*	FY 2023 – 24	FY 2022 – 23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.17	00
	Workers	00	00
Total recordable work-related injuries	Employees	00	00
	Workers	00	00
No. of fatalities	Employees	00	00
	Workers	00	00
High consequence work-related injury or ill-health (excluding fatalities)	Employees	00	00
	Workers	00	00

* Including in the contract workforce

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

Company is compliant with ISO 45001: 2018 in relation to its Occupational Health & Safety Management System. Company has separate team monitors on daily basis health and safety measures identified and implemented by company as well as from time to time impart training thereon. In addition, company has also adopted some best international practice for safe and orderly working at shop level.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year:

Health and safety practices	100% (Conducted Health Checkup of Employee, Health Camp (Blood donation Camp), First Aid Training, Conducted Safety Audit, Conducted Tool Box Tal, On job training, Conducted Safety Induction for New Employee, Conducted Emergency Mock Drill, Safety Committee Meeting, PPEs provided all employees.
Working Conditions	100%

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

No Major incident took place. EHS department imparts training to all employees and monitor the implementation of EHS standards, by employees of company during their working in company. Any deviation are identified promptly and corrective action taken in stage manner depending upon criticality of deviation.

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

Describe the processes for identifying key stakeholder groups of the entity.:

The process of identification of stakeholders group involves identification and analysis of their role, relationship, interest and concern, categorizing them based on importance and influence.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Visits, Meetings, Website, Brochures, social media and Email	Need Basis and Exhibition and Seminar	Business offering, Product Update and to understand their requirement.
Suppliers	No	Visits, Meetings and Email	Need Basis	Procurement and timely availability of materials at best price & quality, development, Updation
Employees	No	Bulletin Board, Mail, Meeting	Annual and Need basis	Company's growth, Management news, Company news, learning opportunity, gathering and feedback.
Investors	No	Email, Press release, Stock Exchange and Website	Quarterly and Need basis	Investor related communication.
Government & Regulatory Bodies	No	Email, Visit, Meetings	Need basis	Ensure Compliance, Policy Updation and Feedback.

PRINCIPLE 5: Businesses should respect and promote human rights

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 2023-24			FY 2022-23		
	Total (A)	Number (B)	%(B/A)	Total (C)	Number (D)	%(D/C)
Employees						
Permanent	1767	34	1.92%	1529	-	-
Others	919	-	-	36	-	-
Total	2686	34	1.27%	1565	-	-
Workers						
Permanent	-	-	-	-	-	-
Others	-	-	-	-	-	-
Total	-	-	-	-	-	-

Note: All personnel employed by Company are considered as Employee and shown above.

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	%(B/A)	Number (C)	%(C/A)		Number (E)	%(E/D)	Number (F)	%(F/D)
Permanent Employees										
Male	1715	-	-	1715	100%	1528	-	-	1528	100%
Female	52	-	-	52	100%	36	-	-	36	100%
Other than Permanent Employees										
Male	868	-	-	868	100%	518	-	-	518	100%
Female	51	-	-	51	100%	22	-	-	22	100%
Permanent Workers & Other than Permanent Workers										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

Note: All personnel employed by Company are considered as Employee and shown above.

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	7.78	1	-
Key Managerial Personnel	2	1.59	-	-
Employees other than BoD and KMP	1661	0.34	52	0.22

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	2.45%	2.27%

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

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

Under the Whistle Blower Policy adopted by company, any employee can raise concern / grievance relating to human right issues. Such issues, on assurance of necessary evidence, are being inquired, investigated by proper officer under supervision of tope management official and redress accordingly. Moreover, employees can approach HR Manager as firsthand approach. Employees are being training on various human rights through training, policy manuals.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees / workers	-	-
Complaints on POSH upheld	-	-

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.:. Protection against adverse consequences to the complainant is provided under whistle blower policy adopted by the company. The policy ensure the safety of complainant as well as conduct of inquiry, investigation in fair and transparent manner.

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

10. Assessments for the year:

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

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.: NIL as no significant risks / concerns arise.

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

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

Parameter	Unit	FY 2023 – 24	FY 2022 – 23
From Renewable Sources			
Total electricity consumption (A)	-	0	0
Total fuel consumption (B)	-	0	0
Energy consumption through other sources (C)	-	0	0
Total energy consumed from renewable sources (A+B+C)	-	0	0
From Non-Renewable Sources			
Total electricity consumption (D)	KJ	556,564,105,440	NA
Total fuel consumption (E)	KJ	32,479,854,000	NA
Energy consumption through other sources (F)	-	0	0
Total energy consumed from renewable sources (D+E+F)	KJ	58,90,43,95,94,40	NA
Total energy consumed (A+B+C+D+E+F)	KJ	58,90,43,95,94,40	NA
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	KJ	49.51	NA
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP)	KJ	1109.02	NA
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? No

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.

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

Parameter	FY 2023 – 24	FY 2022 – 23
Water withdrawal by source (in kiloliters)		
Surface Water	-	-
Ground Water	-	-
Third Party Water	9,295	NA
Seawater / Desalinated water	-	-
Others	-	-
Total Volume of Water Withdrawal (in kiloliters)	9,295	NA
Total volume of Water Consumption (in kiloliters)	9,295	NA
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0008	NA
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption / Revenue from operations adjusted for PPP)	0.0179	0
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? (Y/N) If yes, name of the external agency.: No

* Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

4. Provide the following details related to water discharged:

Parameter	FY 2023 – 24	FY 2022 – 23
Water discharge by destination and level of treatment (in kiloliters)		
To Surface water		
- No treatment	0	NA
- With treatment	7571.1 Water Treated in ETP plant (primary secondary and tertiary Treatment)	NA
To Groundwater		
- No treatment	NA	NA
- With treatment	NA	NA
To Seawater		
- No treatment	NA	NA
- With treatment	NA	NA

Parameter	FY 2023 – 24	FY 2022 – 23
Sent to third-parties		
- No treatment	NA	NA
- With treatment	NA	NA
Others		
- No treatment	NA	NA
- With treatment	NA	NA
Total water discharged (in kiloliters)	7571.1	NA

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

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.: NO

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

Parameter	Unit	FY 2023 – 24	FY 2022 – 23
NOx	Metric Tone	12.01	NA
SOx	Metric Tone	0.71	NA
Particulate matter (PM)	Metric Tone	1.61	NA
Persistent organic pollutants (POP)	NA	-	NA
Volatile organic compounds (VOC)	NA	-	NA
Hazardous air pollutants (HAP)	NA	-	NA
Others – please specify	NA	-	NA

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

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

Parameter	Unit	FY 2023 – 24	FY 2022 – 23
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NA	NA
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NA	NA
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		NA	NA

Parameter	Unit	FY 2023 – 24	FY 2022 – 23
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)		NA	NA
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

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

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

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

Parameter	FY 2023 – 24	FY 2022 – 23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.98	NA
E-waste (B)	2.58	NA
Bio-medical waste (C)	0	NA
Construction and demolition waste (D)	NA	NA
Battery waste (E)	NA	NA
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	193.209 (ETP Sludge, Empty Barrels & Waste Containing)	NA
Other Non-hazardous waste generated (H). Please specify, if any.	0	NA
(Break-up by composition i.e. by materials relevant to the sector)	NA	NA
Total (A+B + C + D + E + F + G + H)	196.769	NA
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00002	NA
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total waste generated / Revenue from operations adjusted for PPP)	0.0004	NA
Waste intensity in terms of physical output	-	-

Parameter	FY 2023 – 24	FY 2022 – 23
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 tons)

Category of Waste		
Recycled	189.184	NA
Re-used	0	NA
Other recovery operations	0	NA
Total	189.184	NA

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

Category of Waste		
Incineration	0	NA
Landfilling	6.605	NA
Other disposal operations	0	NA
Total	6.605	NA

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

* Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

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.

We are Not using any Toxic Chemicals in our manufacturing process. We send all e-waste, empty barrels, and waste residues containing oil to PCB-registered recyclers to ensure proper and environmentally responsible recycling.

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: NO

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

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
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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: Yes

Sr. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Not Applicable

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

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

1b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Confederation of Indian Industry	National
2.	Indian Machine Tools Manufacturers' Association	National
3.	Tool and Gauge Manufacturers Association	National
4.	Rajkot Chamber of Commerce and Industry	State
5.	Rajkot Engineering Association	State
6.	G.I.D.C. (Lodhika) Industrial Association	State
7.	Engineering Export Promotion Council	National

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

Name of authority	Brief of the case	Corrective action taken
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Not Applicable

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

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	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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Not Applicable

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

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
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Not Applicable

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

In case of any grievance, any member of community can contact our HR Personnel or Security Personnel at the gate. Moreover, contact details on each staff bus is mentioned for immediate response in case any violation of traffic rules or accident.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	1.74 %	1.54 %
Directly from within India	88.99 %	91.67 %

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

Location	FY 2023-24	FY 2022-23
Rural	4.83 %	0.20 %
Semi-urban	0.42 %	0.05 %
Urban	11.74 %	0.79 %
Metropolitan	0.94 %	0.05 %

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

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

A mechanism is in place for resolution of complaints of customers of the company. Customer can register a complaint at service centers of company. Such complaints are responded in a short time over call by service team and then service personnel, if necessary. The company has a dedicated team across all its branches and dealers looking after sales services.

A Call Register is monitored by personnel at Head Office periodically and intervene, if necessary, for resolution of complaints. Also feedback of customers are taken on random basis.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about: A Company is compliant with disclosure requirements as per applicable laws.

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

	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		
		Not Applicable

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. <https://jyoti.co.in>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services. No

7. Provide the following information relating to data breaches:

- Number of instances of data breaches
- Percentage of data breaches involving personally identifiable information of customers
- Impact, if any, of the data breaches