



JKTIL:SECTL:SE:AGM 2024

Date: 8th July 2024

BSE Ltd. Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai-400 001.	National Stock Exchange of India Ltd. Exchange Plaza, C -1, Block G, Bandra -Kurla Complex, Bandra (E), Mumbai -400 051.
Scrip Code: 530007	Symbol: JKTYRE

Dear Sir,

Re. Business Responsibility and Sustainability Report

We enclose herewith Company's Business Responsibility and Sustainability Report which forms part of the Integrated Annual Report of the Company for the financial year 2023-24.

The said Integrated Annual Report is available on the website of the Company at:

<https://www.jktyre.com/annualreports.aspx>

Thanking you,

Yours faithfully,
For JK Tyre & Industries Ltd.

(PK Rustagi)
Vice President (Legal) & Company Secretary

Encl: As Above



Business Responsibility & Sustainability Report (BRSR)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L67120RJ1951PLC045966
2.	Name of the Listed Entity	JK Tyre & Industries Ltd.
3.	Year of incorporation	1951
4.	Registered office address	Jaykaygram, PO - Tyre Factory, Kankroli - 313 342 (Rajasthan)
5.	Corporate address	3, Bahadur Shah Zafar Marg, New Delhi- 110 002
6.	E-mail	investorjktyre@jkmail.com
7.	Telephone	02952-233400/ 233000
8.	Website	www.jktyre.com
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	BSE Ltd. and National Stock Exchange of India Ltd.
11.	Paid-up Capital	₹ 52.14 Crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri Arun K. Bajoria Director & President- International Tel. Number: +91 11 68201106 Email id: akbajoria@jkmail.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).	The disclosures under this report are made on a standalone basis.
14.	Name of assurance provider	BSI India
15.	Type of assurance obtained	Reasonable assurance

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacturing and Sale of Automotive Tyres, Tubes & Flaps and ancillary services	99.65%

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

S. No.	Product/Service	NIC Code	% of Total Turnover contributed
1.	Automotive Tyres, Tubes and Flaps	22111 * * As per National Industrial Classification (2008)	99.65%

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	6 (at 4 locations)	181	187
International	3*	3	6

* The company has 3 plants in Mexico through its subsidiary - JK Tormel, S.A. de C.V. Mexico



19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	29 States / PAN India
International (No. of Countries)	100+ Countries

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

Exports from India – ₹ 1,419 Crores

% to Total Turnover – 13.71%

c. A brief on types of customers:

Company serves Automobile Original Equipment Manufacturers (OEMs), Truck fleets, Smart fleet buses including State transport undertakings, Cars- Private owned/fleets, Farm equipment, Earthmovers, Construction equipment, 2-3wheeler makers, Replacement markets and also Exports its products.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1921	1870	97.35%	51	2.65%
2.	Other than Permanent (E)	312	309	99.04%	3	0.96%
3.	Total employees (D + E)	2233	2179	97.58%	54	2.42%
WORKERS						
4.	Permanent (F)	3760	3754	99.84%	6	0.16%
5.	Other than Permanent (G)	6068	5974	98.45%	94	1.55%
6.	Total Workers (F + G)	9828	9728	98.98%	100	1.02%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1921	2	0.10%	-	-
2.	Other than Permanent (E)	312	0	0%	-	-
3.	Total differently abled employees (D + E)	2233	2	0.09%	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	3760	8	0.21%	-	-
5.	Other than permanent (G)	6068	0	0%	-	-
6.	Total differently abled workers (F + G)	9828	8	0.08%	-	-

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	2	18.18%
Key Management Personnel*	6	0	NIL

* including three Executive Directors

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	276 (14.4%)	4 (0.2%)	280 (14.6%)	258 (13.1%)	9 (0.46%)	267 (13.6%)	199 (9.4%)	7 (0.3%)	206 (9.7%)
Permanent Workers	64 (1.7%)	-	64 (1.7%)	71 (1.8%)	-	71 (1.8%)	161 (4.4%)	-	161 (4.4%)

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

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

S. No	Name of the holding/subsidiary/ associate companies/ joint venture (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	J.K. International Ltd.	Subsidiary	100%	These are foreign entities. Hence, they follow the laws of their respective countries/ regions
2	J.K. Asia Pacific Ltd.	Subsidiary	100%	
3	J.K. Asia Pacific (S) Pte. Ltd.	Subsidiary	100%	
4	3D Innovations Pvt. Ltd.	Subsidiary	100%	NO
5	Cavendish Industries Ltd.	Subsidiary	87.48%	YES
6	Lankros Holdings Ltd.	Subsidiary	100%	These are foreign entities. Hence, they follow the laws of their respective countries/ regions
7	Sarvi Holdings Switzerland AG	Subsidiary	100%	
8	JK Tornel, S.A. de C.V.	Subsidiary	99.98%	
9	Comercializadora América Universal, S.A. de C.V	Subsidiary	99.98%	
10	Compañía Hulera Tacuba, S.A. de C.V.	Subsidiary	99.98%	
11	Compañía Hulera Tornel, S.A. de C.V.	Subsidiary	99.98%	
12	Compañía Inmobiliaria Norida, S.A. de C.V.	Subsidiary	99.98%	
13	General de Inmuebles Industriales, S.A. de C.V	Subsidiary	99.98%	
14	Gintor Administración, S.A. de C.V.	Subsidiary	99.98%	
15	Hules Y Procesos Tornel, S.A. de C.V.	Subsidiary	99.98%	
16	Valiant Pacific LLC	Associate	49%	
17	Western Tire Holdings, Inc.	Associate	40%	
18	Western Tires, Inc.	Associate	40%	



S. No	Name of the holding/subsidiary/ associate companies/ joint venture (A)	Indicate whether Holding/Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity @	Does the entity indicated at column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
19	Hari Shankar Singhania Elastomer and Tyre Research Institute#	Associate	24%	YES
20	Dwarkesh Energy Ltd.	Associate	35% (OCCRPS -33.33% **)	NO
21	Treel Mobility Solutions Pvt. Ltd.	Associate	26%	YES

Note: Bengal & Assam Company Ltd. (BACL) was the holding company of the Company. Owing to increase in the capital pursuant to the Qualified Institutions Placement, the shareholding of BACL came down from 52.80% to 49.86% and accordingly, the Company ceased to be a subsidiary of BACL effective 23rd December 2023. There is no participation of BACL in the Business Responsibility initiatives of the Company.

@ Percentage of shares held represents aggregate % of shares held by the Company and/or its subsidiaries, wherever applicable.

** OCCRPS - Optionally Convertible Cumulative Redeemable Preference Shares.

Hari Shankar Singhania Elastomer and Tyre Research Institute, is an approved Scientific and Research Institute which cannot distribute Equity Dividend to its shareholders being a Company licensed under Section 25 of the Companies Act, 1956.

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **YES**✓
(ii) Turnover (in ₹) – ₹ 10,349 crores
(iii) Net worth (in ₹) – ₹ 3,896 crores

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes www.jktyre.com	NIL	NIL	N.A.	NIL	NIL	N.A.
Investors (other than shareholders)	-	NIL	NIL	N.A.	NIL	NIL	N.A.
Shareholders	Yes ** www.jktyre.com	NIL	NIL	**	2	NIL	**
Employees and workers	Yes #	NIL	NIL	-	NIL	NIL	-
End Customers	Yes https://jktyre.com/feedback.aspx	1731	NIL	-	1903	NIL	-
Value Chain Partners	Yes # www.jktyre.com	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Other	-	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

** The Company has a dedicated Manager level employee who regularly keeps a track of the complaints received from shareholders and promptly responds (say 2 to 3 days) to the complainant to ensure that the complaint is resolved immediately to the satisfaction of the shareholder without any delay. All the complaints of shareholders received during a quarter, if any and actions taken thereon are placed before a Board Level Committee, constituted under Regulation 20 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Section 178 of the Companies Act, 2013.

Each plant location has dedicated employee Grievance redressal mechanism with easy access up to worker level.

For Value chain channel partners – “Dealer complaint redressal system”- 9311289888 & Email- Dealercomplaint@jkmail.com

26. Overview of the entity's material responsible business conduct issues:

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Refer the "Materiality Section" of the Integrated Annual report 2023-24					

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.

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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Y	Y	Y	Y	Y	Y	Y	Y	Y
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	IATF 16949, SA 8000, ISO 22301	ISO 45001, ISO 14001, ISO 50001	ISO 45001, SA 8000, British Safety Council OHS System	IATF 16949	SA 8000	ISO 14001, Green Co Rating, British Safety Council FSES System	SA 8000, ISO 22301	ISO 22301	IATF 16949
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	At JK Tyre, we prioritize setting annual goals and targets, along with periodically establishing specific commitments. As part of our commitment to sustainability, we have identified specific targets related to sustainability and are currently in the process of defining timelines to achieve carbon neutrality. JK Tyre has always believed process based Quality Management. The company is working TQM journey for Business excellence. There is a continuous drive across the organization which has enabled significant gains improvement in the domain of Productivity, Quality, Cost & Delivery. Sustainable business growth coupled with consistent product performance has enhanced the confidence and engagement of all our stakeholders.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Annual performance reviews for identified Key Performance Indicators (KPIs) are conducted by the Top Management during Business Review meetings. These reviews serve as a platform to assess organizational performance, identify areas for improvement, and provide guidance for enhancing performance. The process ensures alignment of strategic direction and the achievement of desired outcomes at JK Tyre.								



Governance, leadership and oversight

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

Reply: We at JK Tyre are committed to inclusive growth objectives as targeted through UN Sustainable development goals. We as a responsible corporate citizen continue to strive for improving our performance towards environmental and social impacts while maintaining focus on economic development.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).
Shri Arun K. Bajoria
Director & President – International
DIN: 00026540
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.
The Corporate Social Responsibility & Sustainability Committee of the Board of Directors is responsible for implementation of BR policies. The Committee comprises of the following Directors:

Name	DIN	Designation
Dr. Raghupati Singhania, Chairman of the Committee	00036129	Chairman & Managing Director
Smt. Meera Shankar, Member	06374957	Independent Director
Shri Arun K. Bajoria, Member	00026540	Director & President-International

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Performance review of selected Key Performance Indicators are conducted by Director -Manufacturing at defined frequency.	Review frequency of all the KPIs are defined (IATF, ISO 14001, ISO 45001, ISO 50001 – Monthly) (Direct GHG emissions – Quarterly, Indirect GHG Emissions - Annually), (SA 8000 – Half yearly)								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Compliance review of statutory requirements are being done by Top Management including rectification of Non Compliances	Monthly Report to Top Management by Plant Head for all statutory compliance.								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
IATF & ISO 22301 by DNV & SA 8000 by BSI- India	ISO 45001 & ISO 14001 by DNV & ISO 14064 & ISO 50001 by BSI India	SA 8000 by BSI-India & ISO 45001 by DNV	IATF 16949 by DNV & SA 8000 by BSI- India	SA 8000 by BSI India	ISO 14001 by DNV, Green Co by CII & FSES System by British Safety Council	SA 8000 & Reporting as per GRI requirements by BSI- India	ISO 22301 by DNV	IATF 16949 by DNV

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	-	-	-	-	-	-	-	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	-	-	-
It is planned to be done in the next financial year (Yes/No)	-	-	-	-	-	-	-	-	-
Any other reason (please specify)	-	-	-	-	-	-	-	-	-

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	4	a) New Product Development * ¹ b) Capacity Expansion* ² c) Journey for turnaround of its Plant* ³ d) Awareness Program - Interaction with Senior Management* ⁴	87.23%
Key Managerial Personnel	4	a) New Product Development * ¹ b) Capacity Expansion* ² c) Journey for turnaround of its Plant* ³ d) Awareness Program - Interaction with Senior Management* ⁴	100%
Employees other than BoD and KMPs	186	SA8000, Code of Conduct, VMV, Safety Awareness, Health Awareness, First-Aid, Fire Fighting, Communication & Collaboration, Integrity, Human Rights, Self Defense	75%
Workers	120	SA8000, Code of Conduct, VMV, Safety Awareness, Fire Fighting, POSH Awareness, Integrity, Human Rights, Well-being, Behavioral based Safety	47%

*1. Focus on development of new products in a manner that is sustainable and safe.

*2. Update on capacity expansion with focus to promote inclusive growth and equitable development.

*3. Company's Journey of 25 years for turnaround of one of its plants with emphasis on promoting the well-being of its employees.

*4. Business should be conducted with integrity, and in a manner that is ethical, transparent and accountable.



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*	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding Fee	-	-	-	-	-
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	-	-	-	-
Punishment	-	-	-	-	-

* The Competition Commission of India ("CCI") on 2nd February 2022 had released an Order dated 31st August 2018 for alleged contravention of provisions of the Competition Act, 2002 against the Company, certain other Tyre manufacturers and Automotive Tyre Manufacturers Association. CCI had imposed a penalty of ₹ 309.95 crores on the Company. The Company had filed an Appeal before the Hon'ble National Company Law Appellate Tribunal against the said CCI Order. The NCLAT, through an order dated 1st December 2022, has disposed of the aforementioned appeal, after taking note of the multiple errors in the said CCI Order dated 31st August 2018, and remanded the matter back to the CCI, to re-examine the matter on merits and also to consider reviewing the penalty (if violation is established) in accordance with the provisions of the Competition Act. CCI has since filed an appeal before Hon'ble Supreme Court of India against the said NCLAT Order. Based on legal advice, the Company continues to believe that it has a strong case, and accordingly, no provision has been made in the accounts. The Company strongly reiterates that there has been no wrongdoing on the part of the Company and reassures all the stakeholders that the Company has never indulged in or was part of any cartel or undertook any anti-competitive practices.

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
Please refer to the Note in the preceding Para no. 2	

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.

Reply: Yes, we do have a policy. In addition, the required steps to ensure proper reporting of such incidents have been given in Vigil / Whistle blower policy.

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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	N.A.	NIL	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	N.A.	NIL	N.A.

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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables*	64.2 days	66.7 days

* above calculation is based on average trade payables

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	FY2023-24 (Current Financial Year)	FY2022-23 (Current Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	N.A.	N.A.
	b. Number of trading houses where purchases are made from	N.A.	N.A.
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	N.A.	N.A.
Concentration of Sales*	a. Sales to dealers / distributors as % of total sales	82% - Dealers 5% - Distributors	82% - Dealers 6% - Distributors
	b. Number of dealers / distributors to whom sales are made	6699 - Dealers 377 - Distributors	6952 - Dealers 456 - Distributors
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	6.3% - Dealers 26% - Distributors	6% - Dealers 18% - Distributors
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)**	12.56%	14.07%
	b. Sales (Sales to related parties / Total Sales)	11.15%	9.79%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	N.A.	N.A.
	d. Investments (Investments in related parties / Total Investments made)	N.A.	N.A.

* Sales in replacement market only (not including exports and OEM)

** Purchases includes only purchase of goods and excludes capital items and services.



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
Suppliers – 19	Principle 1-9	More than 75%
Dealers – 28	Principle 1-9	More than 50%

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.

Reply: Yes, we do have a process in place which is governed by the “Code of Conduct for Members of the Board and Senior Management” of JK Tyre & Industries Ltd. Web link to the same is: <http://www.jktyre.com/codeofconduct.aspx>

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

Essential Indicators

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	39%	46%	Lower RRC, more fuel efficient tyres leads to more environment friendly tyres.
Capex*	6%	21%	

* Maintenance capex

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
Reply: Yes, we do we have a sustainable procurement policy & the same is available on our website.
- b. If yes, what percentage of inputs were sourced sustainably?
Reply: 47.1% of our input material (by weight) & 43.5% (by value) is sustainable and all our procurement processes are 99% sustainable.
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.

Reply: We at JK Tyre, are certified by an Independent 3rd party (BIS) as “Zero waste to landfill” facilities. All the plastic waste, E-waste, hazardous waste and other wastes are disposed in accordance with Pollution Control Board (PCB) Guidelines. As a process, all waste generated at different locations at plants is aggregated at 1 central location, it is Inventorized and disposed according to State PCB guidelines.

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.

Reply: Yes, EPR is applicable to the entity’s activities. EPR as a subject is being addressed in the country for “End of Life Tyre” (ELT) by Ministry of Environment, Forest & Climate Change (MOEFCC), Govt of India (GOI). Recently, for the Indian market, the Ministry has issued a notification regarding ELT management which governs the disposal & recycling of end-of-life tyres in an environment friendly manner. The Tyre Industry is required to procure EPR certificate from approved recyclers which is not yet available in adequate quantity. Company is working towards mitigating the impact of the same. Also, JK Tyre, being a member of ATMA and ITTAC, which are represented in the forum for addressing EPR, is actively participating in the discussions with the Govt. of India.

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:

Reply: Yes, we have conducted "Life cycle assessment" of our products i.e. Tyres. As a mobility product and as a safety product, the assessment of various categories of our Tyres like Truck/Bus Radial, Truck/Bus Bias, PCR etc. are done for its efficacy and adequacy and a large number of sample reference tyres are also evaluated for LCA on a regular basis.

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.
C22	10.00-20 16 PR JET R MILES	2.13%	Cradle to Grave	Yes	No
C22	215/60 R17_UX ROYALE_96 H TL	1%	Cradle to Grave	Yes	No
C22	7.00R15_STEELKING_12PR_L_TT	4.07%	Cradle to Grave	Yes	No
C22	165/70 R14_VECTRA_81_S_TL	0.0012%	Cradle to Grave	Yes	No
C22	165/80 R14_TAXIMAX_85 S TL	0.45%	Cradle to Grave	Yes	No
C22	10.00-20_JET XTRA XLM_16PR_J_TT	1.33%	Cradle to Grave	Yes	No
C22	10.00R20_JUH5_16PR_K_TT	0.55%	Cradle to Grave	Yes	No
C22	175/65R14 Vectra 82 T TL HONDA 2UA	0.45%	Cradle to Grave	Yes	No
C22	145/80R13_Ultima Neo NextGen_75S_4Rib_TL	0.13%	Cradle to Grave	Yes	No

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/ Services	Description of the risk / Concern	Action Taken
Tyre, Tube & Flap	Wrong usage of Waste / End of Life Tyre (ELT)	Handling through Approved Vendors

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 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Reclaimed, Reprocessed, De-Vulcanized & Crumb Rubber	0.3% by Value	0.3% by Value
	0.9% by Weight	0.8% by Weight

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 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	89.02	1600.8	-	58.64	1455.6
E-waste	-	-	17.2	-	-	8.8
Hazardous waste	-	-	662.8	-	-	583.1
Other waste	-	-	8810.2	-	-	9778.9

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
Commercial Tyres (Re-tread)	12.05%



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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1870	1870	100%	1870	100%	NA	NA	-	-	-	-
Female	51	51	100%	51	100%	51	100%	-	-	-	-
Total	1921	1921	100%	1921	100%	51	100%	-	-	-	-
Other than Permanent employees											
Male	309	309	100%	309	100%	NA	NA	-	-	-	-
Female	3	3	100%	3	100%	3	100%	-	-	-	-
Total	312	312	100%	312	100%	3	100%	-	-	-	-

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	3754	2027	54%	2507	66.8%	NA	-	-	-	-	-
Female	6	4	66.7%	1	16.7%	6	100%	-	-	-	-
Total	3760	2031	54.01%	2508	66.70%	6	100%	-	-	-	-
Other than Permanent employees											
Male	5974	1517	25.4%	3689	61.7%	NA	-	-	-	-	-
Female	94	26	27.7%	27	28.7%	94	100%	-	-	-	-
Total	6068	1543	25.4%	3716	61.2%	94	100%	-	-	-	-

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Cost incurred on well- being measures as a % of total revenue of the Company	0.3%	0.3%

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

Benefits	FY 2023-24 Current Financial Year			FY 2022-23 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%	Y	100%	100%	Y
ESI	As per Act	As per Act	Y	As per Act	As per Act	Y
Others	N.A	N.A	N.A	N.A	N.A	N.A

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.

Reply: Yes, all the premises/offices are accessible in line with Disabilities Act 2016.

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

Reply: JK Tyre is committed to being an equal opportunity employer and ensures an inclusive workplace for all. Web link: https://jktyre.com/PDF_Corporate_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	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.
Total	N.A.	N.A.	N.A.	N.A.

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	A detailed grievance handling procedure is in place. Different redressal committees like Safety committee, Canteen committee, PF committee, Benevolent Fund Committee, Cultural Committees, POSH Committee etc. are functioning regularly and addressing the issues immediately. In case of non- redressal, Union office bearers put up the issues before the management and same are resolved subject to merits of the issue.
Other than Permanent Workers	Badlis & Contract Workmen raise their grievances through their respective line managers, if not resolved, they can escalate the same to the HR Department through their respective contractors
Permanent Employees	As a part of our open and transparent culture, we follow open door policy. So, every employee can share their concerns to their functional heads or leaders at any point in time.
Other than Permanent Employees	They can directly approach the respective HODs/ In charges and the same is addressed by the respective HODs/ in charges.

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	N/A	N/A	N/A	N/A	N/A	N/A
Male	N/A	N/A	N/A	N/A	N/A	N/A
Female	N/A	N/A	N/A	N/A	N/A	N/A
Total Permanent Workers	3760	3431	91.25%	3864	3121	80.77%
Male	3754	3426	91.26%	3859	3117	80.77%
Female	6	5	83.33%	5	4	80%



8. Details of training given to employees and workers:

Category	FY 2023-24 Current Financial Year					FY 2022-23 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	1870	1235	66%	1615	86.4%	1913	1233	64.5%	1566	81.7%
Female	51	48	94.1%	48	94.1%	50	46	92%	46	92%
Total	1921	1283	66.8%	1663	86.6%	1963	1279	82.1%	1612	82.1%
Workers										
Male	3754	3453	92%	3316	88.3%	3859	3521	91.2%	3688	95.5%
Female	6	6	100%	6	100%	5	5	100%	5	100%
Total	3760	3459	92%	3322	88.3%	3864	3526	93.9%	3693	95.6%

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1870	1734	92.7%	1913	1673	87.5%
Female	51	44	86.3%	50	27	54%
Total	1921	1778	92.6%	1963	1700	86.6%
Workers						
Male	3754	3573	95.2%	3859	3667	95.2%
Female	6	6	100%	5	5	100%
Total	3760	3579	95.2%	3864	3672	95%

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?

Reply: Yes, the same has been implemented. Occupational Health & Safety Activities are as given below:

- Pre-employment and Periodical Medical assessments
- Health & Safety Training
- Safety Study
- Safety Audits
- Work Permit System
- Contractor Safety Management
- Occupational Health & Safety Communication
- Emergency Preparedness
- Incident Investigation
- COVID-19 safety awareness and vaccination programs

Employee Selection Process:

- The employee selection process begins with an intricately structured Job description that is defined as per the tasks involved and competency of the candidate. Depending on the Degree/level, there are defined panels to evaluate the potential candidates. The Functional experts evaluate the functional skills whereas HR checks the candidate's previous employment history. The shortlisted candidates are then taken through personality profiling through Psychometric tools which evaluates the behavioral/ attitudinal dimension of the candidate. Once the candidate fulfils all these requirements, an official offer is made.
- All the new entrants (Both Employees and Stake holders) shall undergo a Pre-employment Medical Examination to prove his/ her fitness to secure employment and to fulfil legal requirements. These reports are then verified by our Medical Officer.
- All the employees shall undergo a Safety Induction training beginning with Safety DOJO at Training Gallery and Class room trainings. All the trainings are evaluated for effectiveness.
- On successful completion of these requirements, candidate shall undergo "on the job training" before they deployed to work in the respective departments.
- All the employee's health conditions are monitored annually by the Medical Officer through Periodical Medical Examination.

Contractor Selection Process : We have a well-defined process mentioned as below:-

- We have defined a procedure for Contract Safety Management which provides the process of Contractor Selection, Awarding the Contract, Training on Method Statements and Monitoring of their Safety Performance.
 - Selection of contracting organization through a questionnaire to confirm their past performance with a criterion indicating Safety Performance, Qualification, Knowledge, Experience and Skills to perform the job safely.
 - The Work Order communicates the requirement of Area Specific Statutory requirements, Organization/Location Safety requirements to the Contractor for complying. The Extended business partners shall undergo Pre-employment and Periodical Medical Examination to ensure his/her fitness to secure their job placement and fulfil the local legal requirements. This report is then verified by our Medical Officer and approved after verifying the medical examination report.
 - All the Employees of Contractor shall undergo safety induction training (through Safety DOJO) before they are engaged for the contractual job.
 - All the contractors Health conditions are monitored by the Medical Officer through Pre-employment and Periodical Medical examination.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Reply: Routine activities are monitored through adherence to Job Safety Analysis, Hazard Identification & Risk Assessment (HIRA), Standard operating procedure and Operational Control Procedure.

HIRA Format- Non-routine activities are monitored through 6 types of Work Permit system to ensure the Health and safety of Men, Machines and Materials which are:

- | | | |
|------------------------|--------------------------------|-------------------------|
| 1) Hot work permit | 2) Confined space entry permit | 3) Height work permit |
| 4) General work permit | 5) Electrical work permit | 6) Lifting work permit. |



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

Reply: Yes, we are monitoring and rectifying the work-related hazards through various forums. Also, the feedback is received from workers. The below mentioned forums are used for receiving inputs and monitoring:

1. Safety Patrol
2. Work place Inspections (Like Mill Safety, PPE, Safety Devices, etc.)
3. Safety Audits (like Walk-through audit, Inter-departmental audit, Monthly theme wise audit etc.
4. On the job “know your machine” trainings at the Shop Floor
5. Safety Committee meetings
6. Mock Drills
7. Feedback received form the outcome of risk assessment, suggestions, Investigation process, behavior based safety observations, audit outcomes etc. are recorded and monitored as part of continual improvement

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

Reply: Yes, we are operating full-fledged 24x7 Occupational Health Centers (OHCs).

1. We have deployed qualified Doctors with Associate Fellowship and Industrial Hygiene (AFIH) degrees
2. Qualified male and female nurses
3. Ambulance drivers having valid license for driving the Ambulance.
4. Also, our OHCs are equipped with necessary medical equipment’s as per the Factories Act Norms.

At our Occupational Health Centre at plant locations, we also treat non-occupational Illness cases like fever, cold, tooth pain, etc. and provide them with first aid and necessary medical care under appropriate medical advice.

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

Safety Incident/Number	Category*	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	0.02	0.07
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	2	2
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

* Including in the contract workforce

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

Reply: We are monitoring the health and safety results through various mechanisms to find out any deviation in the health and safety management system.

Following are the mechanism being used for monitoring our workplaces:

- a) Plant Safety instructions display boards installed
 - b) Proactive Monitoring such as safety tours, audits, workplace inspections, statutory Inspections, outcomes from risk assessment, survey, hygiene, OHS Objectives and management programs, outcomes of safety committee meetings, BBS observation, mock drill etc.
 - c) Reactive Monitoring such as near miss, illness cases, Injuries, reportable & non-reportable accident etc.
 - d) Feedback received as part of risk assessment, suggestions, investigation process, audit outcomes etc. are recorded and monitored as part of continual improvement.
 - e) Kaizen Awards for promoting good safety practices
 - f) One-point lesson installed
 - g) MSDS installed for chemical areas
 - h) On the job safety trainings
 - i) Reviewing the no. of accidents is the priority agenda item for Top Management's review.
13. Number of Complaints on the following made by employees and workers:

	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	9	0	N.A.	NIL	NIL	N.A
Health & Safety	185	11	N.A.	76	6	N.A

14. Assessments for the year:

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

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

Reply: To address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety, we have a structured root cause analysis format for detailed investigation and corrective action plans procedure at all locations.



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).

Reply: Yes, for both employees and workers

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

Reply: Monthly tracking mechanism for monitoring statute compliance every month. Periodical internal as well as external audits are conducted to ensure 100% compliance.

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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (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)**

Reply: No, the entity does not offer any such assistance program.

5. Details on assessment of value chain partners:

Reply: The supplier audits done by JK Tyre focuses on various parameters including check points related to Occupational Health & Safety.

% of value chain partners (by value of business done with such partners) that were assessed	
Health and safety practices	~75% (by value)
Working Conditions	~75% (by value)

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.

Reply: Not applicable, since no significant risk was identified in the above audits.

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.

Reply: The company believes that an effective stakeholder engagement process is necessary for achieving its sustainability goal of inclusive growth and therefore, it is mandatory to clearly identify and map all concerned internal and external stakeholders. The company has put in place systems and processes to identify, prioritize and address the needs and concerns of its stakeholders across all plant locations and other areas of its presence. The company has various mechanisms in place for engagement with these stakeholders such as employee engagement study, customer satisfaction surveys, organizing plant visits for the suppliers and for the investors, regular dealers' meet and lenders' meet, etc. There is also a dedicated email id for all stakeholders to engage with the company. This helped the company in developing strong relationships with a large number of stakeholders. The lasting partnerships built with local communities and various other stakeholders have created a win-win situation for the Company and its stakeholders mutually contributing and supporting the growth and development of each other.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1. Farmers (through aggregators for Natural Rubber) 2. MSME for other Raw material categories	Yes	Telephonic Calls, Emails, Business Meetings, Community Meetings, Industry Conferences, Survey, Supplier Engagement Events, Periodic Visits, etc.	Daily, Weekly, Fortnightly, Monthly, Quarterly, Half Yearly and Yearly.	Training & Awareness Campaigns, Skill-Development Workshops, Knowledge-sharing, Identification of Opportunities for Improvement.
Shareholders	No	Email, Meetings, Newspaper, Company website, Stock exchanges, other Statutory Authority	Regularly through Company's website and website of stock exchanges, through Annual General Meetings/ Extra-ordinary General Meetings	Disseminating and sharing of information with the shareholders with a view to update and also to seek their approval, etc. as may be required
Institutional Investors	No	Meetings, Stock exchanges	Quarterly	Sharing the working and challenges
Investors other than Shareholders	No	Email, Newspaper, company website	Regularly	-
Customers	No	Feedback surveys, customer meets, fitment surveys, 1 on 1 interactions	Need based, Periodically	Complaints handling and new product development communication
Statutory body	No	Interactions, Industry forum meets	Need based	Compliance, Industry concerns, Govt. expectations
Employees	No	V connect, displays, trainings, SAMVAD, app-based learning, focused group discussions	Daily, weekly, monthly, need based, annually	Industry scenario, challenges/ issues, employee well-being, Grievance handling, career development
Community	Yes	Community meetings with local people. Leaders, NGOs, Govt. Departments, etc.	Monthly and need based	Education, community health, livelihood & water based CSR interventions.
Channel partners	No	Dealer meets, audits, Training JK Tyre dealer clubs, 1 -1 interactions	Weekly, Monthly, Annually, Need based	Customer relationship, product knowledge



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.

Reply: Please refer to the stakeholder engagement section of our Integrated Annual Report for the FY 2023-24.

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.

Reply: Please refer to the stakeholder engagement section of our Integrated Annual Report for the FY 2023-24.

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

Reply: The key stakeholders of CSR programs are communities in the periphery of Tyre manufacturing units, suppliers, employees, contractors, truckers and transporters. A large chunk of our social development work is with the community around factories/ plants, as we are committed to bring prosperity in areas of our operation. While planning a CSR project or selecting beneficiaries, the emphasis is given to poor and marginal people, vulnerable sections of society, women, old age people and children. Likewise, truck drivers represent another vulnerable demographic, and thus, we empower them by raising awareness and providing training in safe driving practices, road safety protocols, and essential healthcare services, such as eye care.

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 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. of Employees / workers covered (B)	% (B / A)	Total (C)	No. of Employees / workers covered (D)	% (D / C)
Employees						
Permanent	1921	884	46%	1963	887	45.2%
Other than permanent	312	NIL	0%	247	0	-
Total Employees	2233	884	39.6%	2210	887	40.1%
Workers						
Male	3760	2628	69.9%	3864	2600	67.6%
Female	6068	4503	74.2%	5086	3749	73.7%
Total	9828	7131	72.6%	8950	6349	70.9%

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

Category	FY 2023-24 Current Financial Year					FY 2022-23 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	1921	-	-	1921	100%	1963	-	-	1963	100%
Male	1870	-	-	1870	100%	1913	-	-	1913	100%
Female	51	-	-	51	100%	50	-	-	50	100%
Other than Permanent	312	-	-	312	100%	247	-	-	247	100%
Male	308	-	-	308	100%	245	-	-	245	100%
Female	3	-	-	3	100%	2	-	-	2	100%
Workers										
Permanent	3760	-	-	3760	100%	3864	-	-	3864	100%
Male	3754	-	-	3754	100%	3859	-	-	3859	100%
Female	6	-	-	6	100%	5	-	-	5	100%
Other than Permanent	6068	4753	78.3%	1315	21.67%	5086	3582	70.43%	1504	29.57%
Male	5974	4686	78.4%	1288	21.56%	5023	3519	70.06%	1504	29.94%
Female	94	67	71.3%	27	28.72%	63	63	100%	-	-

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) – Executive	3	37,48,34,027	-	-
BOD – Non Executive Directors (NEDs)*	6	20,00,000	2	20,00,000
Key Managerial Personnel**	6	2,27,54,727	-	-
Employees other than BoD and KMP	1864	10,10,642	51	10,00,008
Workers	3754	5,65,452	6	9,34,163

*The remuneration of three Non-Executive Directors (NEDs), two NEDs who relinquished their office w.e.f. from 24.09.2023 and one NED who was appointed w.e.f. 02.11.2023, is not considered in median calculation as their remuneration is only for the part of year.

** The median remuneration of 3 Executive Directors (included in KMPs) is covered as a part of "Board of Directors" therefore the same is not included in the median remuneration paid to KMPs. Further, one employee was designated as KMP w.e.f. 06.02.2024, is not considered in median calculation as their remuneration is only for the part of year as KMP.



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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Gross wages paid to females as % of total wages	0.74%	0.69%

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)

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

Reply: We have a grievance committee and a harassment committee which addresses such human right issues.

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

	FY 2023-24 Current Financial Year			FY 2022-23 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	NIL	NIL	NIL	NIL	NIL	NIL
Discrimination at workplace	NIL	NIL	NIL	NIL	NIL	NIL
Child Labour	N.A	N.A	N.A	N.A	N.A	N.A
Forced Labour/Involuntary Labour	NIL	NIL	NIL	NIL	NIL	NIL
Wages	NIL	NIL	NIL	NIL	NIL	NIL
Other human Rights related issues	NIL	NIL	NIL	NIL	NIL	NIL

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

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

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

Reply: Yes, we do have a mechanism in place to deal with the same, particulars of which are mentioned as below:

- 1) We have structured training and education programs on harassment and code of conduct for all the employees at all levels.
- 2) We have harassment policy in place to avoid such incidents.

9. Do human rights requirements form part of your business agreements and contracts?

(Yes✓ / No)

Reply: Yes, the same has been made a part of our agreements and contracts.

10. Assessments for the year:

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

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

Reply: Not applicable

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints - **N.A.**
2. Details of the scope and coverage of any Human rights due-diligence conducted – **N.A.**
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? **YES**
4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	N.A.
Discrimination at workplace	N.A.
Child Labour	N.A.
Forced Labour/Involuntary Labour	N.A.
Wages	N.A.
Others – please specify	N.A.

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

Reply: Not Applicable



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

Essential Indicators

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources (in G.J.)		
Total electricity consumption (A)	5,47,866	5,36,318
Total fuel consumption (B)	7,25,914	4,70,272
Energy consumption Through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	12,73,781	10,06,590
From non-renewable sources (in G.J.)		
Total electricity consumption (D)	4,37,762	3,83,936
Total fuel consumption (E)	12,59,599	14,04,419
Energy consumption Through other sources (F)	-	-
Total energy consumed from non- renewable sources (D+E+F)	16,97,360	17,88,355
Total energy consumed (A+B+C+D+E+F)	29,71,141	27,94,945
Energy intensity per Cr rupee of turnover (Total energy consumed / Revenue from operations in Cr)	287.09	289.66
Energy intensity* per rupee of turnover adjusted for Purchasing Power Parity (PPP) – (Total energy consumed / Revenue from operations adjusted for PPP) * using PPP index 22.4 & 22.17 - (IMF website)	6,430.82	6,421.76
Energy intensity in terms of physical Output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	8.30 GJ/Ton of Finished product	8.53 GJ/Ton of Finished product

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.

Reply: Yes, in 2023-24, such assessment is carried out by the Independent agency - BSI, India

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.

Reply: Not applicable

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	4,09,276	3,83,498
(ii) Groundwater	51,142	30,780
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others – Rain water harvesting and TTRO	1,08,272	1,19,876
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	5,68,690	5,34,154
Total volume of water consumption (in kilolitres)	5,68,690	5,34,154
Water intensity per Crore rupee of turnover (Total water consumption / Revenue from operations in Crores)	54.95	55.36
Water intensity* per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) * using PPP index 22.4 & 22.17 - (IMF website)	1,230.88	1,227.33
Water intensity in terms of physical Output	-	-
Water intensity (optional) – the relevant metric may be selected by the Entity	1.57 Ltr/Kg of output	1.62 Ltr/Kg of output

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.

Reply: Yes, in 2023-24, such assessment is carried out by the Independent agency - BSI, India

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(v) Others*		
- No treatment	0	0
- With treatment – please specify level of Treatment	1,64,308 KL	1,22,160 KL
Total water discharged (in kilolitres)	1,64,308 KL	1,22,160 KL

* Horticulture



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.

Reply: Yes, in 2023-24, such assessment is carried out by the Independent agency - BSI, India

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

Reply: At JK Tyre, we are committed to minimizing our environmental impact and therefore we have implemented Zero Liquid Discharge (ZLD) systems across all our manufacturing facilities, adhering to the Pollution Control Board guidelines set by each state.

Achieving ZLD through advanced technology:

At many plants, we utilize Multi-effect Evaporation Technology (MEET) to achieve ZLD. This technology allows us to treat wastewater and reduce it to a minimal amount of solid residue, eliminating any liquid discharge from our plants.

Third-Party verification for transparency:

Our commitment to ZLD is further reinforced by independent third-party certifications. Our Chennai Tyre Plant (Tamil Nadu), Kankroli Tyre Plant (Rajasthan), Radial (Vikrant) Tyre Plant (Mysuru), and Banmore Tyre Plant (Madhya Pradesh) all have been certified by BSI within last four years. This independent verification assures transparency and reinforces our dedication to sustainable practices.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	µg/M ³	Max up to 40.96	Max up to 43.85
Sox	µg/M ³	Max up to 16.94	Max up to 16.59
Particulate matter (PM)	mg//NM ³	Max up to 86.93	Max up to 81.99
Persistent organic pollutants (POP)	-	N.A.	N.A.
Volatile organic compounds (VOC)	µg/M ³	Max up to 198	Max up to 148
Hazardous air pollutants (HAP)	-	N.A.	N.A.
Others – please Specify	-	N.A.	N.A.

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.

Reply: Yes, Independent assessments have been carried out by external agency(s) plant wise details of which are as given below:

NOx, SOx, PM, VOC are tested by following external agencies:

1. Kankroli Tyre Plant - Apex enviro laboratory
2. Banmore Tyre Plant - Advanced Environmental Testing and Research Lab Pvt. Ltd.
3. Chennai Tyre Plant - Eco care engineering Pvt. Ltd.
4. Vikrant Tyre Plant - Ganesh Consultancy & Analytical service

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,33,648.76	1,43,367.20
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,03,190	88,680.59
Total Scope 1 and Scope 2 emission intensity per Cr rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations in Crores)		Total emissions – 2,36,839 Emission Intensity = 22.89	Total emissions – 2,32,048 Emission Intensity = 24.05
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) * using PPP index 22.4 & 22.17 - (IMF website)		512.74	533.19
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant eCo ₂ /Ton metric may be selected by the entity		0.6590	0.7073

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.

Reply: Yes, in 2023-24, such assessment is carried out by the Independent agency - BSI, India

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

Reply: JK Tyre is committed to continuous improvement in energy efficiency, resulting in reduced greenhouse gas emissions. Here are some highlights from our successful FY 2023-24 projects:

- Optimized Mixing Section Air Consumption:** We reduced air pressure in the mixing section, leading to significant energy savings.
- Energy-Efficient Pumps for Wastewater Treatment:** Replacing conventional pumps in the wastewater treatment plant (STP) with energy-efficient models lowers power consumption.
- Fuel Savings Through Condensate Recovery:** Increased recapture and reuse of condensate from the curing process reduces boiler fuel needs (Phase I).
- Variable Frequency Drives Enhance Efficiency:** Replacing old pumps with variable frequency drives (VFDs) on cooling towers optimizes power usage based on demand.
- Improved Curing Press Insulation:** Phase III of our platen press insulation project further reduces steam consumption in tyre curing.
- Shell Dryer Insulation:** Insulating the shell dryer minimizes heat loss and lowers energy requirements.
- Targeted Air Supply for Dispatch:** Implementing a separate air line with a pressure regulator for the dispatch section reduces overall power consumption.
- Seasonal Ventilation Control:** Variable frequency drives on roof exhaust fans in the curing section allow for adjusting fan speed based on seasonal needs, saving power.



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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1,600.8	1,455.6
E-waste (B)	17.2	8.8
Bio-medical waste (C)	22.9	0.03
Construction and demolition waste (D)	0	0
Battery waste (E)	5.6	8.1
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	1,316.3	574.9
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	8,810.4	9,778.9
Total (A+B+C+D+E+F+G+H)	11,773.2	11,826.3
Waste intensity per Crore rupee of turnover (Total waste generated/ Revenue from operations in Crs)	1.14	1.23
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) * using PPP index 22.4 & 22.17 - (IMF website)	25.36	27.27
Waste intensity in terms of physical output Waste intensity (optional) – the relevant metric may be selected by the entity	0.033 Ton/Ton of Finished Product	0.036 Ton/Ton of Finished Product
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	89.02	58.64
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	89.02	58.64
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	8.48	0
(ii) Landfilling	0	0
(iii) Other disposal operations	11,765	11,826.3
Total	11,773.5	11,826.3

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.

Reply: Yes, in 2023-24, such assessment is carried out by the Independent agency - BSI, India

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.

Reply:

1) JK Tyre's zero waste to landfill certification

JK Tyre is proud to be a leader in environmental sustainability, achieving third-party certification for our "Zero Waste to Landfill" initiative in recent past. This commitment aligns perfectly with our company vision of a greener future.

2) Continuous Improvement through waste reduction

We continuously monitor waste generation at all our plant locations. This data-driven approach allows us to make daily adjustments and implement ongoing improvements to minimize waste generation.

3) Empowering Employees for Environmental Impact

JK Tyre fosters a culture of environmental responsibility. Cross-functional teams, including our valued employees receive training in problem-solving techniques. These Kaizen workshops and other continuous improvement initiatives empower our workforce to actively participate in reducing waste generation.

4) Responsible Waste Management

All waste generated during production is meticulously aggregated and segregated at a central location. This ensures proper disposal according to the strictest guidelines set forth by the State Pollution Control Boards (SPCBs).

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

S. No.	Location of operations/offices	Type of Operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	N.A.	N.A.	N.A.

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
Environmental Impact Assessment for JK Tyre & Industries Ltd. - Banmore Tyre Plant	Environmental Impact Notification S.O.1533 (E), Dt. 14 th September 2006 issued under Environment (Protection) Act 1986	14-4-2022	YES	NO	N.A.

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

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



Leadership Indicators

1. 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 - Kankroli Tyre Plant (KTP)
- (ii) Nature of operations - Manufacturing
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	26,991	33,322
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	20,858	13,777
Total volume of water withdrawal (in kilolitres)	47,849	47,099
Total volume of water consumption (in kilolitres)	47,849	47,099
Water intensity per Cr rupee of turnover (Water consumed / turnover)	4.62	4.88
Water intensity (optional) – the relevant metric may be selected by the entity	0.72 KL per ton of Finished product	0.78 KL per ton of Finished product
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0 KL	0 KL

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.

Reply: Yes, in 2023-24, such assessment is carried out by the Independent agency - BSI, India

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	68,078.64	68,893.89
Total Scope 3 emissions per Cr rupee of turnover		6.58	7.14
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	eCO ₂ /ton of finished product	0.189	0.21

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.

Reply: Yes, verified by BSI India as per ISO 14064 : 2018

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Reply: JK Tyre prioritizes biodiversity conservation within its operations. While none of JK Tyre's manufacturing units are located near ecologically sensitive areas, we actively manage green belts and promote biodiversity within factory premises.

To further minimize its impact, JK Tyre has conducted third-party ecological and biodiversity assessments across all manufacturing locations in the past three years. This proactive approach helps identify and address any potential risks to nearby ecosystems. Demonstrating its commitment, JK Tyre has a comprehensive corporate biodiversity protection policy focusing on minimizing the biodiversity risks in the business operations, encouraging relevant stakeholders to support better biodiversity management, and establishing a system for monitoring and reporting of progressive steps taken towards the protection of biodiversity. The policy is transparently shared with relevant stakeholders and readily available to the public.

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:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Zero Liquid Discharge	At all the manufacturing units of JK Tyre, Zero Liquid Discharge (ZLD) is achieved via the recycling of water and increasing its resource efficiency by using technology/ modifying or installing new processes.	All 4 plants are certified as Zero Liquid Discharge (ZLD) plants in the last 4 years.
2	To reduce impact due to emission	Company has started the verification of GHG Emission as per ISO 14064 from FY 2013-14. The major contributor for the reduction of Scope 1 emission is Biomass. In last year, the company has used 37% of energy in boiler from biomass and Company is continuously working on increasing the use of it. The major contributor for the reduction of Scope 2 emission is the usage of renewable energy. In FY 2023-24, total 55% of electrical power came from renewable sources.	The company has reduced 6.84% of emission per MT of production in FY23-24 viz a viz FY 22-23 <i>Note: These figures are duly verified and audited by external agency</i>

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

Reply: Each of JK Tyre's manufacturing location has a customized, regularly reviewed Business Continuity and Disaster Management (BCDM) plan. These plans address environmental hazards and equipment failures, focusing on rapid response, minimal impact, and effective recovery. JK Tyre takes a proactive approach with meticulously crafted on-site emergency plans (DMPs/CMPs). These plans consider regulations, best practices, and real-world emergencies for a swift response that minimizes risk and environmental impact. The plans prioritize personnel safety and property protection.

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.

Reply: Best possible sustainable practices are followed.

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

Reply: N.A.



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 – 5
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	Automotive Tyre manufacturer's association	National
3	PHD Chamber of Commerce and Industry	National
4	Center for Tire research (CenTire), USA	International
5	Indian Rubber Manufacturers Research Association (IRMRA)	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 take
The same has been answered above. Please Refer Principle 1 – Question No. 2		

Leadership Indicators

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

Reply: JK Tyre's approach to achieving the Government, policy and community objectives focuses on engaging ecosystems at the national, regional and local levels. JK Tyre focuses on developing and maintaining partnerships with relevant government agencies, Business organizations like ASSOCHAM, CII, FICCI, PHD chamber of commerce & Industry, Tyre Industry associations like ATMA, Indian Rubber Manufacturers Research Association (IRMRA) and community organizations for the purpose of developing partnership towards community development.

Some of the public policies advocated by JK Tyre are:

1. Support proposed framework for End of the Life Tyre policy (ELT)
2. Support existing legislations on FAME norms/ CAFE norms and Vehicle scrappage policy.
3. JK Tyre has been continually promoting Road safety awareness at company as well as Industry level for the past 3 decades, with focus on Tyre safety. During the year, the Company conducted various educational programs for end users including Drivers, Mechanics, Students and Police personnel at different fora.
4. We advocate Road safety and conduct various programs in association with stakeholders including parliamentarians and Safe driving awareness programs have been conducted for motorsport participants including a special drive in the North eastern states.

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
Not Applicable. Though, as a responsible corporate, we maintain a rigorous system for monitoring CSR projects and assessing their societal impact. Through this framework, we diligently evaluate the outcomes and effects of our social initiatives. Guided by these assessments, we continually refine our ongoing projects and incorporate necessary adjustments into our future endeavors.					

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

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

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

Reply: We have established a robust community feedback mechanism to solicit and address community concerns effectively. Across all our plant locations, dedicated CSR teams are equipped to gather and address community grievances promptly. Within our CSR framework, we adhere to a meticulous approach, ensuring that all CSR initiatives are meticulously planned and executed in a participatory manner, following these key steps:

- Conducting comprehensive need assessment surveys.
- Planning CSR projects based on local needs and priorities.
- Implementing projects in collaboration with the community.
- Engaging in participatory monitoring, supplemented by third-party assessments to gauge impact.

Regular society satisfaction surveys are conducted to gauge the real-world impact of our interventions, both in the short and long term. These surveys help us understand the community's perspective and guide us in refining our CSR efforts. Additionally, we document individual case studies to delve into how specific CSR projects have contributed to enhancing overall income, fostering employment opportunities, promoting health-conscious behaviors, advocating for water conservation, and nurturing ecological sustainability.

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Directly sourced from MSMEs/ small producers	19%	20%
Directly from within India	64%	64%

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 Current Financial Year	FY 2022-23 Previous Financial Year
Rural	NIL	NIL
Semi-urban	0.89%	0.81%
Urban	0.68%	0.77%
Metropolitan	0.39%	0.66%

(Place have been 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):

Details of negative social impact identified	Corrective action taken
NOT APPLICABLE, though as a socially responsible corporate, we regularly communicate with Local communities and capture their needs & aspirations and this enables us to strategically plan our CSR initiatives, tailoring them to address the specific needs of the communities we serve.	

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

S. No.	State	Aspirational District	Amount spent (In INR)
As a matter of policy, a significant portion of our CSR initiatives are concentrated near our manufacturing plant locations, with none of these locations falling under aspirational districts. Consequently, our presence in aspirational districts through CSR initiatives is relatively limited.			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

Reply: No, we don't have any preferential procurement policy, which gives preference to any supplier. Procurement allocation is purely based on parameters like quality, cost & delivery. The idea is to give an equal opportunity to all suppliers. However, we develop suppliers through awareness campaigns, training programmes & skill development workshops.

- (b) From which marginalized /vulnerable groups do you procure?

Reply: Farmers (through aggregators) & MSMEs

- (c) What percentage of total procurement (by value) does it constitute?

Reply: 19%

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1.	N.A.	N.A.	N.A.	N.A.

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
N.A.	N.A.	N.A.

6. Details of beneficiaries of CSR Projects for the Financial Year:

S. No.	CSR Project	No of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Arogya Sarthi Health Based CSR Projects	23,426	~50%
2	Ajivika sarthi Livelihood based CSR projects	58,022	~50%
3	Shiksha Sarthi Education Based CSR Projects	14,631	~50%
4	Jal-Vayu Sarthi Environment & water based CSR projects	19,556	~50%
TOTAL		1,15,635	

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.

Reply: We have a dedicated team which focuses on catering to the various requirements of our customers for a seamless experience.

- 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

All necessary information as per regulatory Requirements are disclosed on all our Products.

- Number of consumer complaints in respect of the following:

	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (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	N.A.	NIL	NIL	N.A.
Advertising	NIL	NIL	N.A.	NIL	NIL	N.A.
Cyber-security	NIL	NIL	N.A.	NIL	NIL	N.A.
Delivery of essential Services	NIL	NIL	N.A.	NIL	NIL	N.A.
Restrictive Trade Practices	NIL	NIL	N.A.	NIL	NIL	N.A.
Unfair Trade Practices	NIL	NIL	N.A.	NIL	NIL	N.A.
Other	NIL	NIL	N.A.	NIL	NIL	N.A.

- Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	NIL	-
Forced recalls	NIL	-

- 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.

Reply: Yes, we are ISMS – ISO 27001 certified since 2016 and a complete ISMS manual is available but web link is not there.

- 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.

Reply: We keep on upgrading to the latest provisions as per ISMS standards. No instance for complaints regarding cyber security and data privacy of customers have occurred.

- Provide the following information relating to data breaches:

- Number of instances of data breaches: **NIL**
- Percentage of data breaches involving personally identifiable information of customers: **NIL**
- Impact, if any, of the data breaches: **N.A.**



Leadership Indicators

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

Reply: Our Website - www.jktyre.com

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Reply: Tyre care and usage information is regularly and periodically shared with end users and channel partners through various interactive programs throughout the year.

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

Reply: Our Website www.jktyre.com

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)

Reply- Product Information: Yes, the Company's products conform to the Bureau of Indian Standards (BIS) specifications, as well as the standards of countries where our products are exported as may be required. The Company also adheres to various stringent world class processes and quality standards.

The Company displays all the requisite product information on Tread and on the sidewall of the Tyres as per statutory requirements under applicable laws such as Tyre size, designation, ply rating/load index, speed symbol, date of production and tread wear indicator etc. Over and above the mandatory requirements, the Company also displays additional information related to tyre usage and maintenance like Visual Alignment Indicator (VAI), Uniform Tyre quality grading (UTQG) safety warning for Tyre fitment and service operating conditions etc. JK Tyre has also introduced product like SMART TYRE which notify vehicle users about tyre temperature / pressure thus enabling greater safety and superior tyre life. This product enables higher vehicle fuel efficiency, and is environment friendly by reducing vehicle emissions. The Company has enhanced and sustained customer interaction and education in digital/virtual mode as well as physical mode. Education has been imparted on Tyre selection, care and maintenance as per customer application and usage needs, especially at the grass root level with vehicle operators, tyre fitters, mechanics, mine operators, school bus drivers, defense personnel to name a few. Various customer care initiatives have been taken in partnership with OEMs for consumers and OEM dealership staff. We also share road safety and Tyre care information on our digital and social media platforms for the benefit of customers at large and at various public for a.

Customer Satisfaction survey: At JK Tyre, customer centricity drives customer satisfaction. While there is no end to consumer delight, we have always leveraged opportunities that came our way, to redefine customer engagement and centricity thus improving our value proposition.

Company tracks consumer satisfaction and behavior very closely. Company has undertaken various customer surveys, both in-house and through 3rd party, including Customer Satisfaction Study, which was redrawn in line with the Company's journey towards Total Quality Management (TQM). Interactions with customers at various forums also acts as a source of feedback.

In addition to the above in-house surveys (using online platform), contact centers are extensively used for capturing real time feedback and enhance satisfaction, both amongst channel partners and truck fleets operators.

Voice of consumer is used for formulating company's strategic business plan, develop new Products and services and improve operational / processes efficiency, thus creating enhanced customer value propositions.

INDEPENDENT ASSURANCE OPINION STATEMENT

Statement No: SRA-IND-SPLIC 809668

JK Tyre & Industries Limited Integrated Annual Report FY 2023-24

The British Standards Institution is independent to JK Tyre & Industries Limited (hereafter referred to as JKTIL in this statement) and has no financial interest in the operation of JKTIL other than for the assessment and verification of the sustainability statements contained in this report.

This Independent assurance opinion statement has been prepared for the stakeholders of JKTIL only for the purposes of verifying its statements relating to its non-financial information i.e. environmental, social and governance (ESG), more particularly described in the Scope, below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the Independent assurance opinion statement may be read.

This Independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by JKTIL. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to JKTIL only.

Scope

The scope of engagement agreed upon with JKTIL includes the following:

1. The assurance covers the integrated annual report 2023-24 of JKTIL, prepared with reference to GRI standards 2021 and focuses on systems and activities of JKTIL covering 4 manufacturing units located in Rajasthan, Madhya Pradesh (Gwalior), Chennai & Mysore respectively, 1 product development centre in Mysore & head office located in New-Delhi. The assurance covers the reporting period 1st April 2023 to 31st March 2024.
2. The evaluation of the nature and extent of the JKTIL's adherence to all four AA1000 AccountAbility Principles and the reliability of specified sustainability performance information in this report as conducted in accordance with type 2 moderate level of AA1000AS v3 sustainability assurance engagement.

Opinion Statement

We conclude, that the Sustainability Report Review provides a fair view of JKTIL's integrated annual report's programmes and performances during FY 2023-24. We believe that the integrated annual report's economic, social and environment performance indicators are fairly represented.

Our work was carried out by a team of sustainability report assurers in accordance with the AA1000 Assurance Standard v3. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that JKTIL's description of their approach to AA1000 Assurance Standard and their self-declaration of compliance with the GRI standards were fairly stated.

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a top-level review of issues raised by external parties that could be relevant to JKTIL's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers and staffs on JKTIL's approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- review of key organizational developments.
- review of the findings of internal audits.
- review of supporting evidence for claims made in the reports.
- an assessment of the company's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness and Impact as described in the AA1000 AccountAbility Principles Standard (2018).

Conclusions

A detailed review against the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness, and Impact and the GRI Standards is set out below:

Inclusivity

This report has reflected a fact that JKTIL is seeking the engagement of its stakeholders. The participation of stakeholders has been initiated in developing and achieving an accountable and strategic response to sustainability. The reporting systems are in place to deliver the required information. The integrated annual report 2023-24 highlights the engagement with stakeholders, including the mode and frequency of engagement with them. There are fair reporting and disclosures for economic, social and environmental information in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers JKTIL's inclusivity issues, that demonstrates participation of stakeholders in developing and achieving an accountable and strategic response to sustainability.



This report focuses on the activities undertaken by JKTIL covering 6 locations (4- Manufacturing units, product development centre & HO at New Delhi), all of these locations are in India. The report covers the period of FY 2023-24

Materiality

JKTIL publishes sustainability information that enables its stakeholders to make informed judgments about the company's management and performance. The material topics identified are Energy, Emission, Water, Waste Management, Employment, Health & Safety, Training & Education, Local Communities, Compliance, Supply chain mechanism, procurement practices, resource conservation, Economic performance, customer centricity and innovation. The adequacy of previous year identified material topics were assessed internally and same were adopted for the current reporting year. The material topics are divided under 5Ps, includes Planet, People, Process, Product & Prosperity. In our professional opinion the report covers the JKTIL's material issues, by using internal and external stakeholder consultation and prioritization based upon sustainability context for company and impact across the value chain.

Responsiveness

JKTIL has implemented the practice to respond to the expectations of its stakeholders, i.e Feedback from the internal stakeholder representatives were collected along with a few selected external stakeholders. Grievance mechanism exists for stakeholders where they can raise their concerns and it is tracked regularly. In our professional opinion the report covers the JKTIL's responsiveness issues and addressing them.

Impact

JKTIL has demonstrated a process on identify impacts that encompass a range of environmental, social and governance topics, and fairly represented the impacts in the report. The report focuses on the key impact from sector's perspective as well, which is on carbon emissions, resource, and water conservation. The robust governance structure also talks about the sustainability related challenges and aligns with the global need of carbon neutrality with public commitment in place. In our professional opinion the impact assessed by JKTIL are appropriate to their business and are addressed for their actions that affect the economy, environment, society, and the organization itself. Measurement towards carbon emissions, energy intensity and water consumption on quantitative basis with targets in the report, demonstrates their attention.

GRI-reporting

JKTIL provided us with their self-declaration of compliance within GRI Universal Standards 2021, with reference to 'option for reporting. Based on our review, we confirm that social responsibility and sustainable development indicators are reported with reference to the GRI universal standards 2021.

In our professional opinion the self-declaration covers JKTIL's social responsibility and sustainability issues. Based on the verification undertaken, nothing has come to our attention to suggest that the Report does not properly describe the following sustainability disclosures as stipulated in the GRI Standards.

GRI 201 Economic Performance 2016- 201-1, 201-2

GRI 203 Indirect Economic Impacts 2016- 203-1, 203-2

GRI 204 Procurement Practices 2016- 204-1

BSI Group India Private Limited
The Mira Corporate Suites
Plot 1-2, Ishwar Nagar
Mathura Road, New Delhi-110065
India

T: +91 11 4762 9000
info.in@bsigroup.com
bsigroup.com/en-IN



GRI 205 Anti-Corruption 2016- 205-3

GRI 207: Tax 2019- 207-1

GRI 301: Materials 2016- 301-1, 301-2

GRI 302: Energy 2016- 302-1, 302-3, 302-4, 302-5

GRI 303: Water & Effluents 2018- 303-2, 303-3, 303-4, 303-5

GRI 304: Biodiversity 2016- 304-1

GRI 305: Emissions- 305-1, 305-2, 305-3, 305-4, 305-5

GRI 306: Waste 2020- 306-3, 306-4, 306-5

GRI 401: Employment 2016- 401-1

GRI 403: Occupational Health & Safety 2018- 403-1, 403-2, 403-4, 403-5, 403-6, 403-7, 403-9

GRI 404: Training and Education 2016- 404-1, 404-2

GRI 405: Diversity & Equal Opportunity 2016- 405-1

GRI 406: Non-discrimination 2016- 406-1

GRI 409: Forced or compulsory labor 2016- 409-1

GRI 410: Security practices 2016- 410-1

GRI 411: Rights of Indigenous Peoples 2016- 411-1

GRI 413: Local Communities 2016- 413-1

GRI 414: Supplier Social Assessment 2016- 414-1

GRI 417: Marketing & Labelling 2016- 417-1, 417-2, 417-3

Assurance level

The type 2 moderate level assurance provided is in accordance with AA1000 Assurance Standard v3 in our review, as defined by the scope and methodology described in this statement. Under this assurance level, the assurance providers assess the adherence to AA principles, reliability and quality of the specified sustainability performance and disclosed information. Due to limited extent of information, limitation of scope and time available for gathering evidence the level of assurance engagement risk is higher in a Type 2 moderate level than in Type 2 high level because of the different nature, timing or extent of evidence-gathering procedures.

“Based on our work described in the verification report, nothing has come to our attention that causes us to believe that data and information stated in the JKTIL’s Integrated Annual Report, FY 2023-24 is not correctly presented or with omission, in any material respects or that Inclusivity, Materiality Responsiveness and Impact based on AA1000 criteria are not correctly addressed.”



Responsibility

It is the responsibility of JKTIL's senior management to ensure the information presented in the sustainability report is accurate. It is also left to the decision of the JKTIL management on the publishing / submission of the report to any of their stakeholders. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Competency and Independence

The assurance team was composed of Lead Auditors and Carbon Footprint Verifiers experienced in industrial sector, and trained in a range of sustainability, environmental and social standards including AA1000 AS, ISO14064-1, ISO45001, and ISO 9001. BSI is a leading global standards and assessment body founded in 1901.

Issue Date: 05/07/2024

For and on behalf of BSI:

Theuns Kotze, Managing Director – IMETA Assurance



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BSI Group India Private Limited
The Mira Corporate Suites
Plot 1-2, Ishwar Nagar
Mathura Road, New Delhi-110065
India

T: +91 11 4762 9000
info.in@bsigroup.com
bsigroup.com/en-IN

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INDEPENDENT ASSURANCE OPINION STATEMENT

To

Mr. Anil Kumar Makkar, Manufacturing Director & Group Chief Sustainability Officer of JK Tyre & Industries Ltd.(JKTIL).

Holds Statement No.: **SPLIC 809668**

The British Standards Institution (**BSI**) has conducted a reasonable assurance engagement on the sustainability information (described in the "Scope") in the Business Responsibility and Sustainability Report (BRSR Core KPI's) for FY 2023-24 of **JK Tyre & Industries Ltd. (JKTIL)**.

Scope

The scope of engagement agreed upon with JKTIL includes the following:

The assurance covers the information of the following subject matters in the Business Responsibility and Sustainability Report, part of integrated annual report 2023-24 (BRSR Core KPI's) for the reporting period 1st April 2023 to 31st March 2024.

1. Green-house gas (GHG) footprint - P6:E7
2. Water footprint - P6:E3 and P6:E4
3. Energy footprint - P6:E1
4. Embracing circularity - P6:E9
5. Enhancing Employee Wellbeing and Safety - P3:E1(c) and P3:E11
6. Enabling Gender Diversity in Business - P5:E3(b) and P5:E7
7. Enabling Inclusive Development - P8:E4 and P8:E5
8. Fairness in Engaging with Customers and Suppliers - P9:E7 and P1:E8
9. Open-ness of business - P1:E9

The selected information's are reported in accordance with Business Responsibility and Sustainability Report (BRSR Core KPI's).

[The details of subject matters and their boundaries within the scope is described in Appendix A and Appendix B in this independent assurance opinion statement].

Opinion Statement

We have conducted a reasonable assurance engagement on the sustainability information described in the "Scope" above (BRSR report for FY 2023-24 covering disclosures on Green-house gas (GHG) footprint, Water footprint, Energy footprint, embracing circularity, Enhancing Employee Wellbeing and Safety, Enabling Gender Diversity in Business, Enabling Inclusive Development, Fairness in Engaging with Customers and Suppliers, Openness of business).

In our opinion, the accompanying Sustainability Information is fairly presented, in all material respects, in accordance with the Business Responsibility and Sustainability Report (BRSR Core KPI's) for the reporting period 1st April 2023 to 31st March 2024.

Methodology

Our assurance engagements were carried out in accordance with ISAE3000 (Revised) & ISO 14064-3:2019 for GHG statement assurance standard following the principles of Relevance, Completeness, Reliability, Neutrality & Understandability. Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- Data verification on reasonable level sampling including asking for internal controls and implementation of internal controls, SOPs for data gathering and reporting mechanism.
- Interview with staff involved in sustainability data management, calculations of numbers.
- Review of supporting evidence for claims made under the core indicators.
- Onsite visit for observation of typical activities performed by the organization. As well as remote verification of data and testimonials of the activity performers.
- Traceability of information from the origin and testing at site for measurement procedures
- Assessment of the organization's reporting and management processes concerning this reporting against the principles of relevance, completeness, reliability, neutrality, understandability.

Responsibility

JK Tyre & Industries Ltd. (JKTIL) is responsible for the preparation and fair presentation of the sustainability information and report in accordance with SEBI- BRSR Core KPIs defined under the scope above. BSI is responsible for providing an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

BSI Group India Private Limited
The Mira Corporate Suites
Plot 1-2, Ishwar Nagar
Mathura Road, New Delhi-110065
India

T: +91 11 4762 9000
info.in@bsigroup.com
bsigroup.com/en-IN

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Independence, Quality Control and Competence

BSI is independent to JK Tyre & Industries Ltd. (JKTIL) and has no financial interest in the operation of JK Tyre & Industries Ltd. (JKTIL) other than for the assurance of the sustainability information contained in the BRSR Annexure-1 Core KPIs, which are the part of integrated annual report 2023-24.

This independent assurance opinion statement has been prepared for the stakeholders of JK Tyre & Industries Ltd. (JKTIL) only for the purposes of verifying its statements relating to its environmental, social and governance (ESG) KPI's as required in SEBI-BRSR Core (annexure-1) Format, more particularly described in the Scope above.

This independent assurance opinion statement is prepared on the basis of review by BSI of information presented to it by JK Tyre & Industries Ltd. (JKTIL). In making this independent assurance opinion statement, BSI has assumed that all information provided to it by JK Tyre & Industries Ltd. (JKTIL) is true, accurate and complete. BSI accepts no liability to any third party who places reliance on this statement.

BSI applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021-1:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

BSI is a leading global standards and assessment body founded in 1901. The BSI assurance team has extensive experience in conducting verification over environmental, social and governance (ESG), and GRI Universal Standard 2021, AA1000AS, ISO10002, ISO 14001, ISO 45001, ISO 14064, ISO 50001, and ISO 9001, etc. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

Issue Date: 05-07-2024

For and on behalf of BSI:

Ishan Mehrotra

Lead Assurer

Theuns Kotze, Managing Director – IMETA Assurance

BSI Group India Private Limited
The Mira Corporate Suites
Plot 1-2, Ishwar Nagar
Mathura Road, New Delhi-110065
India

T: +91 11 4762 9000
info.in@bsigroup.com
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Appendix A: [Data of subject matters within the scope].

Subject Matter	Parameter	Unit of Measurement	Final Value
GHG Emissions	Total Scope-1 Emissions	tCO ₂ e	1,33,648.76
	Total Scope-2 Emissions	tCO ₂ e	1,03,190
	GHG Emission Intensity (Scope 1 +2)	Total Scope 1 and Scope 2 emissions (MT) / Total Revenue from Operations adjusted for PPP	512.74 (using PPP index of 22.4- IMF website)
	GHG Emission Intensity (Scope 1 +2)	Total Scope 1 and Scope 2 emissions (MT) / Total Output of Product or Services	0.6590 tCO ₂ e/ton for finished product
Water Footprint	Total water consumption	KL	5,68,690
	Water consumption intensity	Mn Lt or KL/ Rupee adjusted for PPP	1230.88 (using PPP index 22.4 (IMF website))
	Water consumption intensity	Mn Lt or KL/ Product or Service	1.57 ltr//kg of output
	Water Discharge by destination and levels of Treatment	KL	1,64,308 (others- horticulture usage)
Energy Footprint	Total Energy Consumed	GJ	29,71,141
	Percentage of energy consumed from renewables	%	40%
	Energy Intensity	Joules or multiples Rupee adjusted for PPP	6430.82 using PPP index 22.4 (IMF website)
	Energy Intensity	Joules or multiples Product or Service	8.30 GJ/Ton of finished product

Subject Matter	Parameter	Unit of Measurement	Final Value
Embracing circularity -details related to waste management by the entity	Plastic waste (A)	MT	1600.8
	E-waste (B)	MT	17.2
	Bio-medical waste (C)	MT	22.9
	Construction and demolition waste (D)	MT	Nil
	Battery waste (E)	MT	5.6
	Radioactive waste (F)	MT	Nil
	Other Hazardous waste. Please specify, if any. (G)	MT	1316.3
	Other Non-hazardous waste generated (H).	MT	8810.4
	Total waste generated ((A+B + C + D + E + F + G + H)	MT	11773.2
	Waste intensity	MT / Rupee adjusted for PPP	25.36 (using 22.4 index for PPP adjustment- IMF)
	Waste intensity	MT / Unit of Product or Service	0.033 Ton/Ton of finished product
	Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations	MT	89.02 (recycled)
	For each category of waste generated, total waste disposed by nature of disposal method	MT	Incineration 8,48 MT Other Disposal Methods- 11,765 MT
	Enhancing Employee Wellbeing and Safety	Spending on measures towards well- being of employees and workers - cost incurred as a % of total revenue of the company	In %age terms
Safety Incidents: Permanent Disability		Nos.	Nil
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)		LTIFR	0.02
No. of fatalities		Nos.	Nil

Subject Matter	Parameter	Unit of Measurement	Final Value
Enabling gender diversity in business	Gross wages paid to females as % of wages paid	In % age terms	0.74%
	Complaints on POSH	Total complaints on POSH	Nil
Enabling inclusive development	Input material sourced from following sources as % of total purchases - Directly sourced from MSMEs small producers and from within India	In % terms -As % of total purchases by value	19% 64%
	Job creation in smaller towns -Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	In % terms -As % of total wage cost	Semi-urban- 0.89% Urban- 0.68% Metropolitan- 0.39%
Fairness in Engaging with Customers and Suppliers	Instances involving loss/ breach of data of customers as a percentage of total data breaches or cyber security events	Nos.	Nil
	Number of days of accounts payable	Days	64.2 (based upon average trade payables)
Openness of business	Purchases from trading houses	%age	Nil
	Sales to dealers/distributors as % of total sales	%age	82% Dealers 5% Distributors
	Number of dealers/distributors to whom sales are made	Nos.	6699- Dealers 377- Distributors
	Sales to top 10 dealers/ distributors as % of total sales to dealers / distributors	%age	6.3%- Dealers 26% - Distributors
	Share of RPTs (as respective %age) in – Purchases Sales Loans & advances Investments	%age	12.56%- Purchases 11.15%- Sales Purchase excludes CG and services. Sales includes replacement market only (excludes export and OEM)

Appendix B: List of locations from the boundaries of “Green-house gas (GHG) footprint, Water footprint, Energy footprint, embracing circularity, Enhancing Employee Wellbeing and Safety, Enabling Gender Diversity in Business, Enabling Inclusive Development, Fairness in Engaging with Customers and Suppliers, Open-ness of business”).

S:NO	Facility Name	Facility Address
1	Kankroli Tyre Plant, Rajasthan	JK Tyre & Industries Ltd. P.O.-Tyre Factory, Jaykaygram, Kankroli Rajsamand, Rajasthan,313342 ,Ph. No. 02952-232090-91
2	Banmore Tyre Plant, Madhya Pradesh	JK Tyre & Industries Ltd.C - I, Industrial Area,P.O. Banmore , Dist. Morena Madhya Pradesh - 476 444. Ph. No. 07532-255375-76
3	Vikrant Tyre Plant, Mysuru, Karnataka	Vikrant Tyre Plant – 1 Vikrant Tyres:JK Tyre & Industries Ltd. Plant 1, K R S Road, Metagali, Mysore Karnataka – 570 016, Ph. No. 0821-2581540 / 2582727 / 255385 Vikrant Tyre Plant - 2 Vikrant Tyres, JK Tyre & Industries Ltd. Plant 2, TRP, Hebbal Industrial Area, Mysore, Karnataka – 570 016 Vikrant Tyre Plant - 3 Vikrant Tyres JK Tyre & Industries Ltd. Plant 3, OTR, Plot No 85, Block B, K R S Road, Metagali, Mysore Karnataka – 570 016, Ph. No. 0821-2581540/ 2582727
4	Chennai Tyre Plant, Chennai	JK Tyre & Industries Ltd.,Sriperumbudur - Tambaram Road (SH-110), Kolathur Village, Sriperumbudur Taluk, Kancheepuram District Chennai, Tamil Nadu – 602 105 Ph. No. 044-30978504
5	Product Development Centre, Mysuru	JK Tyre & Industries Ltd.,Product Development Center, Plot No.437, Hebbal Industrial Area, Mysuru – 570016
6	Administrative office, New-Delhi	Administrative Office: JK Tyre & Industries Ltd. Link House, 3, Bahadur Shah Zafar Marg, New Delhi - 110 002. Ph. No. 011-23311112-7

Verification Report

Verification Opinion: CFV 637319

Verified with comments	
<p>Based on the process and procedures conducted, there is no evidence that the GHG statement contained in the GHG Report of JK Tyre & Industries Ltd. Green House Gases Emission, Annual Report 2023-24, Rev.04, Dated 29.06.2024 produced by</p> <p>JK Tyre & Industries Ltd., Link House 3, Bahadur Shah Zafar Marg, New- Delhi-110002.</p>	<ul style="list-style-type: none"> is not materially correct and is not a fair representation of GHG data and information. has not been prepared in accordance with ISO 14064-1: 2018, & it's principles.
<p>The following improvements were raised in relation to future reporting</p>	<p>For calculating the emission for category 3-- for raw material transportation --- methodology used for measuring distance, number of trips and truck type, is not consistent on all sites, also distance calculated is from location to location instead of site to site through google map to ensure accuracy in GHG inventory results.</p>
<p>Lead Verifier</p>	<p>Rajneesh Bansal</p>
<p>Independent Reviewer</p>	<p>R Reghu Kumar</p>
<p>Signed on behalf of BSI</p>	<p style="text-align: center;"><i>JKOTZE</i></p> <p style="text-align: center;">Theuns Kotze</p>
	<p>04/07/2024</p>
<p>BSI Group India Pvt. Ltd., Headquarters: The MIRA Corporate Suites (A-2). Plot 1&2 Ishwar Nagar. Mathura Road. New Delhi. India. 110065 BSI Group India is a subsidiary of British Standards Institution +91 11 4762-9000</p>	
<p>Note: BSI India Pvt. Ltd. is independent to and has no financial interest in JK Tyre & Industries Ltd. This 3rd party Verification Opinion has been prepared for JK Tyre & Industries Ltd. only for the purposes of verifying its statement relating to its GHG emissions more particularly described in the scope above. It was not prepared for any other purpose. In making this Statement, BSI India Pvt. Ltd. has assumed that all information provided to it by JK Tyre & Industries Ltd. is true, accurate and complete: BSI India Pvt. Ltd. accepts no liability to any third party who places reliance on this statement.</p>	

Verification Engagement

Organization	JK Tyre & Industries Ltd.
Responsible party	JK Tyre & Industries Ltd.
Verification Objectives	<p>To express an opinion on whether the organizational GHG Statement which is historical in nature:</p> <ul style="list-style-type: none"> • Is accurate, materially correct and is a fair representation of GHG data and information. • Has been prepared in accordance with ISO 14064-1: 2018, the criteria used by BSI to verify the GHG Organizational Statement
Materiality Level	5%
Level of Assurance	Limited
Verification evidence gathering procedures	<ul style="list-style-type: none"> • Evaluation of the monitoring and controls systems through interviewing auditees. • Verification of the data through sampling, recalculation, retracing, cross checking, and reconciliation. • Data is verified through manual consumption logs, SAP records, vendor service reports, invoices, calibration reports etc. • Electricity consumption data are verified via Electricity Board Monthly Invoices and Payments made.
<p>The verification activities applied in a limited level of assurance verification are less extensive in nature, timing, and extent than in a reasonable level of assurance <i>verification</i>.</p>	
Verification Standards	The verification was carried out in accordance with ISO 14064-3: 2019 and ISO 14065: 2020
<p>Note: JK Tyre & Industries Ltd. is responsible for the preparation and fair presentation of the GHG statement and report in accordance with the agreed criteria. BSI is responsible for expressing an opinion on the GHG statement based on the verification.</p>	

Organizational GHG Statement

Organization		JK Tyre & Industries Ltd. Link House 3, Bahadur Shah Zafar Marg, New- Delhi- 110002.
Organizations GHG Report containing GHG Statement		JK Tyre & Industries Ltd., Green House Gases Emission Annual Report, 2023-24, Rev. 04, Dated 29/06/2024
Organizational Boundary		Operational Control
Locations included in the Organizational Boundary		See Appendix A
Scope of activities:		'Design and Manufacture of Conventional (Bias), Radial Truck, Bus & Car Tyres.'
Reporting Boundary:	Direct GHG Emissions Category-1 (Scope 1)	Combustion of: <ul style="list-style-type: none"> • Coal • Diesel (Stationary) • Diesel (Movable) • Petrol • LDO • Furnace Oil • LPG Acetylene Leakages of: <ul style="list-style-type: none"> • HFCs • Fire Extinguishers • SF6
	Indirect GHG Emissions from imported energy Category-2 (Scope 2)	<ul style="list-style-type: none"> • Imported electricity
	Indirect GHG emissions from transportation Category-3,4,5 (Scope 3)	<ul style="list-style-type: none"> • Transportation of raw material. • Transportation of finished goods. • Employee Commute. • Business Commute. • Waste Transportation.
Exclusions from Reporting Boundary:		Below are excluded due to non-availability of credible data for category 4,5 & 6: <ul style="list-style-type: none"> • Indirect GHG emissions from products used by an organization • Indirect GHG emissions from services used by organization. • Indirect GHG emissions associated with the use of products from the organization • Indirect GHG emissions from other sources
Criteria for developing the organizational GHG Inventory:		ISO14064-1: 2018
Reporting Period		1 st April 2023 to 31 st March 2024

Summary of Emissions

Emission Category	JK Tyre & Industries Ltd. Location Based tCO ₂ (e)	Cavendish Industries Ltd. Location Based tCO ₂ (e)	J K Tyre -India tCO ₂ (e) Total
Direct Emissions Category-1 (scope 1)	133648.57	129017.32	262665.89
Indirect Emissions from Imported Energy Category-2 (scope 2)	103215.93	83816.21	187032.14
Indirect GHG emissions- Category-3,4,5 (Scope-3)	72125.96	65785.20	137911.16
Total Emissions	308990.47	278618.72	587609.19
Biogenic Emissions	65766.79	12280.10	78046.89

Appendix A

1. Head Office:
JK Tyre & Industries Ltd. Link House, 3, Bahadur Shah Zafar Marg, New Delhi - 110 002.
2. Vikrant Tyre Plant
JK Tyre & Industries Ltd. Plant 1, K R S Road, Metagali, Mysore, Karnataka – 570 016
3. Product Development Centre:
JK Tyre & Industries Ltd. Product Development Center, Plot No.437, Hebbal Industrial Area, Mysuru – 570016
4. Kankroli Tyre Plant
JK Tyre & Industries Ltd. P.O.-Tyre Factory, Jaykaygram, Kankroli Rajsamand, Rajasthan,313342
5. Vikrant Tyres
JK Tyre & Industries Ltd. Plant 3, OTR, Plot No 85, Block B, K R S Road, Metagali, Mysore Karnataka –570 016
6. Chennai Tyre Plant
JK Tyre & Industries Ltd. Sriperumbudur - Tambaram Road, (SH-110), Kolathur Village, Sriperumbudur Taluk, Kancheepuram District Chennai, Tamil Nadu – 602 105
7. Cavendish Industries Ltd. (A Unit of JK Tyre)
Village: Khedimubarakpur, Tehsil: Laksar, District : Haridwar, 247663.
8. Banmore Tyre Plant
JK Tyre & Industries Ltd. C - I, Industrial Area, P.O. Banmore , Dist. Morena Madhya Pradesh - 476 444.