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| <p>1 <b>BSE Ltd.</b><br/>Department of Corporate Services<br/>Phiroze Jeejeebhoy Towers<br/>Dalal Street<br/>Mumbai – 400 001<br/><b>Security Code No. 500380</b><br/><b>Through: BSE Listing Centre</b></p> | <p>2 <b>National Stock Exchange of India Ltd.</b><br/>“Exchange Plaza”<br/>Bandra-Kurla Complex<br/>Bandra (East)<br/>Mumbai – 400 051<br/><b>Symbol: JKLAKSHMI, Series : EQ</b><br/><b>Through: NEAPS</b></p> |
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Dear Sir/ Madam,

**Re: Business Responsibility and Sustainability Report**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith Company's Business Responsibility and Sustainability Report for the Financial Year 2023-24, which also forms part of the Annual Report 2023-24 of the Company in the format as specified by the Securities and Exchange Board of India.

Thanking you and assuring you our best co-operation at all times.

Yours faithfully,  
For JK Lakshmi Cement Limited

(Amit Chaurasia)  
Company Secretary

Encl: a.a.



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	:	L74999RJ1938PLC019511
2.	Name of the Listed Entity	:	JK Lakshmi Cement Limited
3.	Year of Incorporation	:	1938
4.	Registered Office Address	:	Jayakaypuram Distt.: Sirohi-307 019, Rajasthan
5.	Corporate Address	:	Nehru House,4, Bahadur Shah Zafar Marg, New Delhi, Delhi, India, 110002
6.	E-mail	:	lakshmi_cement@lc.jkmail.com
7.	Telephone	:	Ph No.: 02971-244409/244410 Fax No.: 02971-244417
8.	Website	:	www.jklakshmicement.com
9.	Financial Year for which reporting is being done	:	1 <sup>st</sup> April 2023 – 31 <sup>st</sup> March 2024
10.	Name of the Stock Exchange(s) where shares are listed	:	BSE Ltd. National Stock Exchange of India Ltd.
11.	Paid-up Capital	:	₹ 58.85 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 Kumar Shukla President & Director Tel. No.- +911168201877 E-mail id: arun.shukla@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	:	Bureau Veritas (India) Pvt. Ltd.
15.	Type of assurance obtained	:	Limited 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.	Cement Manufacturing	Cement Manufacturing & Selling	91%

#### 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.	Cement & Clinker	2394	91%

### 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	2 Integrated Cement Plants & 4 Grinding Units	28	34
International	-	-	-

## 19. Markets served by the entity:

## a. Number of locations

Locations	Number
National (No. of States)	18
International (No. of Countries)	NIL

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

Not applicable as the Company is not exporting cement.

## c. A brief on types of customers

Trade customers- IHB- Individual home builders who built their home on a plot of land.

Non-Trade – Institutional customers – entities who buy cement from the Company for various housing and commercial/ government projects.

## 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)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1388	1373	99%	15	1%
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total employees (D+E)</b>	1388	1373	99%	15	1%
<b>WORKERS</b>						
4.	Permanent (F)	233	233	100%	0	0
5.	Other than Permanent (G)	2040	1927	94%	113	6%
6.	<b>Total workers (F+G)</b>	2273	2160	95%	113	5%

## b. Differently abled Employees and Workers:

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

## 21. Participation / Inclusion / Representation of women

	Total (A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of Directors#	8	2	25%
Key Management Personnel*	4	1	25%

# W.e.f. 1<sup>st</sup> April 2024, Shri Bharat Hari Singhania was appointed as Chairman Emeritus & Strategic Advisor to the Board upon his cessation as Chairman and Non-Executive Director of the Company from the said date. Accordingly, as on 1<sup>st</sup> April 2024, the total number of Directors are 7 and the percentage of Female is 28.57%.

\*Including two 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	14.18%	0	14.18%	9.70%	0.30%	10.00%	10.20%	0	10.20%
Permanent Workers	0.44%	0	0.44%	1.28%	0	1.28%	0	0	0

## 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 Ventures (A)	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Hansdeep Industries & Trading Company Ltd.	Subsidiary	100%	No
2.	Udaipur Cement Works Ltd.	Subsidiary	Equity - 75%	No
3.	Ram Kanta Properties Pvt. Ltd.	Subsidiary	100% <sup>^</sup>	No
4.	Hidrive Developers and Industries Pvt. Ltd. <sup>&amp;</sup>	Subsidiary	100%	No
5.	Agrani Cement Pvt. Ltd. <sup>&amp;</sup>	Subsidiary	Equity - 85%	No
6.	Avichal Cement Pvt. Ltd.	Subsidiary	Equity - 85% <sup>\$</sup>	No
7.	Mahabal Cement Pvt. Ltd.	Subsidiary	Equity - 85% <sup>\$</sup>	No
8.	Trivikram Cement Pvt. Ltd.	Subsidiary	Equity - 85% <sup>\$</sup>	No
9.	Dwarkesh Energy Ltd.	Associate	Equity - 35%	No
10	Amplus Helios Pvt. Ltd. <sup>#</sup>	Associate	Equity - 20.80%	No

\* The Company does not have any holding Company.

<sup>^</sup> Wholly Owned Subsidiary of Hansdeep Industries & Trading Company Ltd.

& During the Financial year ended 31<sup>st</sup> March 2024, Hidrive Developers and Industries Pvt. Ltd. and Agrani Cement Pvt. Ltd. became Subsidiaries of the Company. Avichal Cement Pvt. Ltd., Mahabal Cement Pvt. Ltd. and Trivikram Cement Pvt. Ltd., Wholly owned Subsidiaries of Agrani Cement Pvt. Ltd. also became Subsidiaries of the Company.

<sup>\$</sup> Wholly Owned Subsidiary of Agrani Cement Pvt. Ltd.

<sup>#</sup> During the Financial year ended 31<sup>st</sup> March 2024, Amplus Helios Pvt. Ltd. became Associate of the Company.

## VI. CSR Details

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

(ii) Turnover (in Rupees): ₹ 6,383.78 Crore

(iii) Net worth (in Rupees): ₹ 3,081.45 Crore

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 (through CSR team)	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes** <a href="http://www.jklakshmicement.com">www.jklakshmicement.com</a>	11	0	**	12	0	**
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	194	0	Resolved	178	0	Resolved
Value Chain Partners	Yes	0	0	-	0	0	-
Influencers	Yes	1522	0	Resolved	1101	0	Resolved
Other (Please specify)	-	-	-	-	-	-	-

\*\* The Company has a dedicated Manager level employee who regularly keeps a track of the complaints received from shareholders and promptly responds (say 3 to 5 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.

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)
1.	Energy Conservation	R	A poor track record in energy consumption is likely to experience reduced trust from investors and stakeholders. The regulatory authorities may impose penalties on the Company due to poor energy performance.	Increased usage of solar and other renewable source of energy. Also mapping our energy use and various sources & continuously working towards reducing our energy footprint	Negative

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)
2.	Climate Change & GHG Emissions	R	Failure to reduce GHG emissions and adaption to climate change impacts poses severe risk for the organization. Climate change is material to the continuity of our business & improving productivity in the new global environment.	Company is undertaking various initiatives towards climate change & GHG Emission reduction. Shifting to renewable energy. Enhanced use of Alternative Fuel and Raw Material (AFR) and proactive resource conservation initiatives and low carbon blended products	Negative
3	Waste Management	R	Poor waste management will have multiple negative impact on various stakeholders	We manage our waste with focus on 4R principle (Reduce, Recycle, Reuse & Repair)	Negative
4.	Water Management	R	Lack of water management initiatives will lead to depletion of water resources in an area and impacting social and biodiversity value.	Various water stewardship projects.	Negative
5.	Occupational Health and Safety	R	Insufficient investment towards ensuring occupational health and safety of employees has a direct negative impact on labour costs through lower productivity. Lower performance not only poses threat to a Company's reputation and staff morale, but also results in increased operating costs in the form of fines and other contingent liabilities.	Maintain Zero Loss Time Injury Frequency Rate (LTIFR)	Negative
6.	Employee diversity	O	Having a diversified workforce has many positives including financials, innovations & value of respecting others. We have embraced diversity in our organization with a focus on building inclusive workforce.	Gender diversity policy in place	Positive
7.	Human Rights Practices	R	Poor human rights practices has repetitional & regulatory risks and may impact stakeholders like customers, investors, media among others. We respect fundamental human rights in all our operations, value chain and in the communities where we operate.	Human rights policy in place.	Negative

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)
8.	Employee Trainings & Development	R	Lack of human capital development initiatives will lead to reduced employee productivity and poor turn-around time, leading to weak performance at the operational level. Also hampers Company's overall performance and progress towards its strategic targets, leading to decline in revenues.	Invest in our employees, implement systems and practices for their continuous skill & career development.	Negative
9.	Regulatory Compliance & Transparency/ Disclosures	R	Sanctions and financial penalties may be imposed on an enterprise by the regulatory authorities for acts of non-compliance.	Strong internal compliance system in place	Negative
10.	Product Safety & Quality	R	Poor product in terms of quality and safety will result into loss of customers & market.	Highest standards of quality control, market feedbacks on product & remedial actions if needed.	Negative
11.	Risk Management	R	This refers to the identification and management of risks including operational risks, legal risks, compliance risks, reputational risks, strategic risks, etc., and getting all the necessary NOC & approvals from government authorities	Company has a strong Risk Management Process in place, oversight of Risk Management Committee	Negative

Please refer Materiality Assessment & Risk Assessment chapter of the integrated Annual Report (IAR) for more information.

**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	P	P	P	P	P	P	P	P	P
Questions	1	2	3	4	5	6	7	8	9

**Policy and management processes**

1. a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	It has been the Company's practice to upload all the policies on the intranet for the information and implementation by internal stakeholders. The Code of Conduct for Board Members and Senior Management and other relevant policies are available on the website of the Company at <a href="https://www.jklakshmicement.com/code-of-conduct/">https://www.jklakshmicement.com/code-of-conduct/</a> and <a href="https://www.jklakshmicement.com/companies-policies-other-information/">https://www.jklakshmicement.com/companies-policies-other-information/</a> Weblink of ESG/ sustainability policy is below- <a href="https://www.jklakshmicement.com/esg-policies/">https://www.jklakshmicement.com/esg-policies/</a>								

2.	Whether the entity has translated the policy into procedures. (Yes /No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>The policies are based on all the above prescribed principles. The key focus of these policies is to follow the spirit of national and international standards like ISO45001; UNGC Guidelines; GRI Standards; WBCSD and others wherever applicable.</p> <p>P1- Quality Management (ISO 9001:2015)</p> <p>P2- Quality Management (ISO 9001:2015); Energy management (ISO50001:2018); Occupational Health and Safety management (ISO45001:2018); Environment Management (ISO14001:2015) NABL Lab (ISO/IEC 17025) PPC [IS 1489 (PART 2)]; Composite (IS 16415: 2015); Slag (IS 455: 2015); OPC (IS 269:2015) Green certification</p> <p>P3- Quality Management (ISO 9001:2015) Energy management (ISO50001:2018) ;Occupational Health and Safety management (ISO45001:2018); Environment Management (ISO14001:2015)</p> <p>P4- Quality Management (ISO 9001:2015)</p> <p>P5- Quality Management (ISO 9001:2015)</p> <p>P6- Energy Management (ISO50001:2018) ; Occupational Health and Safety Management (ISO45001:2018)</p> <p>P7- Quality Management (ISO 9001:2015)</p> <p>P8- Quality Management (ISO 9001:2015); Energy Management (ISO50001:2018); Occupational Health and Safety management (ISO45001:2018); Environment Management (ISO14001:2015)</p> <p>P9- Quality Management (ISO 9001:2015)</p>								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Goals and targets are set annually which are derived from Company Strategic Business Plan. Specific sustainability targets have been identified and the timelines for achieving carbon neutrality are being defined. All other specific targets- long term and short term are periodically reviewed and approved by management.</p> <p>For more information please refer strategic objective chapter of Integrated Annual Report.</p>								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>For all identified KPIs, performance reviews are conducted on annual basis by the top management in Business Review Meetings.</p> <p>Please refer to relevant chapters on various capitals/ natural capital, human capital, manufacturing capital, intellectual capital, social &amp; relationship capital and strategic objective chapter of Integrated Annual Report.</p>								

### Governance, leadership and oversight

7	<p>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</p> <p>Being responsible cement manufacturing Company we at JK Lakshmi Cement Ltd. are committed for the BRSR and ESG principles, inclusive growth, UN Sustainable Development Goals and other commitments of the nation. We are committed to continuously strive for improving our ESG performance by not only mitigating social and environmental negative impacts but by creating positive externalities through our business operations.</p> <p>Please refer Leadership message in Integrated Annual Report.</p>
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8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Shri Arun Kumar Shukla President & Director
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. During the year, the Board rechristened the erstwhile Corporate Social Responsibility (CSR) Committee to "CSR & Sustainability Committee". The said Committee oversees, inter alia, the Environment, Social, Governance and Sustainability initiatives of the Company.  For further details please refer to Integrated Annual Report

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/Halfyearly/Quarterly/ Any other – please specify)								
		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	CSR and Sustainability Committee and additionally, by President & Director of the Company.									
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	CSR and Sustainability Committee and additionally, by President & Director of the Company.									

11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Yes, the ESG policies were assessed by an external agency CARE Analytics and Advisory Private Limited								

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

Not Applicable, since the policies of the Company cover all Principles on NGRBC.

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 /	2	(i) Updates on Sustainability including CSR initiatives undertaken.	100
Key Managerial Personnel	4	(ii) Updates on Whistle Blower Mechanism and Code of Conduct for Members of Board and Senior Management. The Board members have been updated with the above and the underlying principles thereby adding values.	100
Employees other than BOD and KMPs	415	Ethics; code of conduct; safety; JKLC core values; New vision, mission and values; competencies; Emergency plan; ERP; waste, BOD and KMPs management; 5S; Sustainability; Whistle Blower; Prevention of Sexual Harassment at workplace and others	100
Workers	384	New Vision, Mission and Values, Safety trainings; H & S; Emergency; Hazards; Waste	100

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

#### Monetary

	NGRBC Principle	Name of the regulatory/ enforcement	Amount (In ₹)	Brief of the Case	Has an Appeal been filed
Penalty/Fine	Principle 9	Competition Commission of India	6.55 Crores	Competition Commission of India (CCI) vide its order dated 19 <sup>th</sup> January 2017 had imposed a penalty on certain cement companies including a penalty of ₹ 6.55 Crores on the Company pursuant to a reference filed by the Government of Haryana. The Company has filed an appeal with Competition Appellate Tribunal (COMPAT) against the said order. COMPAT has granted a stay on CCI's order. After the merger of COMPAT with National Company Law Appellate Tribunal (NCLAT), the Company's case also stands transferred to NCLAT.  Based on the legal opinion, the Company believes that it has a good case in the matter.	Yes
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-

#### Non-Monetary

	NGRBC Principle	Name of the regulatory/ enforcement	Brief of the Case	Has an Appeal been filed
Imprisonment	-	-	-	-
Punishment	-	-	-	-

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

Case details	Name of the regulatory / enforcement agencies/ Judicial institutions
The Competition commission of India finally vide order dated 19-1-2017 held seven cement companies guilty of bid rigging and imposed fine of Rs.205.73 Crores in aggregate on them out of which JKLC has been penalized for Rs 6.55 crores.	All the seven companies filed appeal before Competition Appellate Tribunal (now transferred to National Company Law Appellate Tribunal). JK Lakshmi cement was first to file the appeal being no.- Transfer Appeal (Appellate Tribunal) (Competition) No 39 of 2017 (earlier appeal no 2 of 2017 before COMPAT). The appeals have is yet to be heard and finally disposed. We are ethically, and socially responsible Company and we very strongly reiterate that we have never been a part of bid rigging or any other wrong-doing in our business practices and would like to reassure to all our stake holder that the company has never been indulged or was part of any bid rigging or has undertaken any unfair business practices.

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

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

<https://www.jklakshmicement.com/wp-content/uploads/2023/05/Anti-Bribery-Policy.pdf>

<https://www.jklakshmicement.com/Vigil-Mechanism.pdf>

5. Number of Director/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)	FY2022-23 (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)		FY2022-23 (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)	FY2022-23 (Previous Financial Year)
Number of days of accounts payable	34	38

9. Open-ness of business

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

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a) Purchases from trading houses as % of total purchases	-	-
	b) Number of trading houses where purchases are made from	-	-
	c) Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a) Sales to dealers/ distributors as % of total sales	58%	56%
	b) Number of dealers/ distributors to whom sales are made	5055	5194
	c) Sales to top 10 dealers/ distributors as % of total sales to dealers / distributors	8%	7%
Share of RPTs in	a) Purchases (Purchases with related parties/ Total Purchases)	6.84%	6.59%
	b) Sales (Sales to related parties / Total Sales)	2.84%	3.33%
	c) Loans & advances (Loans & advances given to related parties/ Total loans & advances)	100%	100%
	d) Investments (Investments in related parties/ Total Investments made)	97%	0

#### Leadership Indicators

- 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
1	BRSR Principles covering ESG in value chain, alternate fuel, greenfield logistics, energy efficiencies etc.	Strategic & critical partners associated with us since long, from all domain of procurement covering 80% of spent in respective categories

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

Yes, 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 Lakshmi Cement Ltd. Web link to the same is: <https://www.jklakshmicement.com/code-of-conduct/>

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

#### Essential Indicators

- 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 environment and social impacts
R & D	3%	9%	Company's R&D is engaged in developing innovative green products, process improvement in cement manufacturing reduction in carbon emission & developing alternative building materials.
Capex	97%	91%	

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes. JK Lakshmi Cement Ltd. (JKLC) has developed and implemented sustainable sourcing for its all kinds of input materials. The company has developed a sustainable supply chain with utilization of Green Procurement criteria for vendor assessment. The company prefers those vendors which are ISO certified and have robust policies for environment and sustainable development.

Sustainable sourcing is part of JKLC sourcing & Suppliers Business Partner Management practices. JKLC is having digital vendor registration process in place with which vendors being surveyed while registration on sustainable system in place with them like "Social accountability, ESG aspects, wastes management, ISO's registration, etc.". On successful completion of survey, vendors can only proceed further for registration. The Company is committed to conducting business only with those business partners who can align with the filtering criteria laid down during the on-boarding process.

As a part of sustainable sourcing, the company prefers local and indigenous material as per the availability. In FY 2023-24, 24.91% of input raw material (AFR - Recycled) used for production of cement is recycled in nature from industrial waste.

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

Yes, 100%

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

We believe in "waste to wealth" and from the very beginning of the project and manufacturing process, we adopted the "Reduce -Reuse - Recycle (3Rs) " principle. JKLC is utilizing recycled material from other industrial waste. The company follows circularity principles in its all stages of manufacturing.

- a) Plastic (Including packaging) - JKLC is registered as a Brand Owner and as an Importer for the Extended Producer Responsibility (EPR) under PWM Rules 2016 & as amended. As per the EPR guidelines, we have completed 100% target for FY 2023-24. The major product of JKLC is Cement, which is packed in cement bags. Plastic packaging bags are also recycled by authorized recyclers.
- b) E-waste:- There is no E-waste generated from the manufacturing process. However, the only E-waste generated is from the office operations and E-Waste generated is stored at designated places & sold to the CPCB registered recyclers.
- c) Hazardous waste and (d) other waste:- During cement manufacturing, only used oil (Hazardous Waste) generated from operational machinery from our plant. Used oil is stored at identified and isolated locations with all safety measures. Used Oil sold to SPCB/CPCB authorized recyclers. Moreover, we are utilizing hazardous waste as an alternative fuel and raw materials (AFR) in our cement manufacturing process, generated as waste/byproduct from other industries.

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

Yes. Extended Producer Responsibility (EPR) is applicable. We submitted the EPR action plan during registration as a Brand Owner and an Importer, which is in line with the EPR Guideline. As per the guideline, the company has reached 100% target for FY 2023-2024.

Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective /Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
2394	LCA of 5 Products (OPC, PPC, Composite Cement, PSC & Clinker)	-	Cradle-to-Gate	Yes	Work is under progress

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.

Though we have plans to conduct LCA study for our cement products, the Company has pro-actively taken multiple initiatives, inter alia, reduce carbon footprint, improve energy efficiencies, increase renewable energy, use of alternative raw materials & fuels, improve water intensity and create a workplace of highest standards of health & safety.

Name of Product/ Service	Description of the risk/ concern	Action Taken
Cement - LCA of 5 Products (OPC, PPC, CoC, PSC & Clinker)	GHG Emission; Occupational Health Safety; Natural Resource Conservation; Reduce Environmental Footprint; Improve Energy Efficiency	Company is committed to reducing carbon emissions and promoting resource efficiency throughout its operations. We're continuously improving our environmental performance and adhering to the highest environmental standards. Our focus is on adoption of energy-efficient technologies, utilizing alternative fuels and raw materials and actively conserving natural resources like limestone, gypsum, water, and energy. We're also significantly increasing the use of renewable energy sources like solar power and waste heat recovery (WHR) in our cement production processes. We're also focusing on blended cement to further reduce greenhouse gas (GHG) emissions as this is environment friendly & durable.

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
Recycled and Reused Material from Industrial Waste	24.91	27.0

Note: FY 2023-24 - Values in %ratio for Total Input AFR (Recycled) and on Total Input Raw Material.

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)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste (Used Oil)	NA	NA	NA	NA	NA	NA
Other waste (Battery)	NA	NA	NA	NA	NA	NA

Note: - JKLC as brand owner manufacture Cement and Clinker where only Polypropylene (PP) bags are being used to pack cement products. We do not reclaim the same material used in our product packaging material but through CPCB authorized recyclers, we recycle the plastic packaging materials as per the guidelines of Extended Producer Responsibility (EPR). The PP bags used in packaging are also used for storage of multiple items like sand, gravel, food grains,

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

Indicate Product Category	Reclaimed products and their packaging material as % of total products sold in respective category
Cement Product - Plastic Packaging Material	Not Applicable, as the product is cement and the packaging is not reclaimed as cement bags are re-used by the end users. However, plastic packaging material which were used for Cement packaging was recycled – EPR Target for FY 2023-24: Qty. 24.56 MT for Category I and 13324.72 for Category II Plastic (100% total Plastic packaging material (pre consumer + post-consumer) in market for FY: 2021-22 & 2022-23).

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

#### Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number(B)	%(B /A)	Number(C)	%(C/A)	Number(D)	%(D/A)	Number(E)	%(E /A)	Number(F)	%(F /A)
Permanent employees											
Male	1373	1373	100%	1373	100%	NA	NA	NA	NA	NA	NA
Female	15	15	100%	15	100%	15	100%	NA	NA	15	100%
<b>Total</b>	<b>1388</b>	<b>1388</b>	<b>100%</b>	<b>1388</b>	<b>100%</b>	<b>15</b>	<b>1%</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>1%</b>
Other than Permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number(B)	%(B /A)	Number(C)	%(C/A)	Number(D)	%(D/A)	Number(E)	%(E /A)	Number(F)	%(F /A)
<b>Permanent workers</b>											
Male	233	233	100%	233	100%	NA	NA	NA	NA	NA	NA
Female	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>233</b>	<b>233</b>	<b>100%</b>	<b>233</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Other than Permanent workers</b>											
Male	1927	1927	100%	1927	100%	NA	NA	NA	NA	NA	NA
Female	113	113	100%	113	100%	113	100%	NA	NA	113	100%
<b>Total</b>	<b>2040</b>	<b>2040</b>	<b>100%</b>	<b>2040</b>	<b>100%</b>	<b>113</b>	<b>6%</b>	<b>NA</b>	<b>NA</b>	<b>113</b>	<b>6%</b>

**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	0.14%	0.14%

**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%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	As Per Act	As Per Act	Yes	As Per Act	As Per Act	Yes
Others-Please specify	NA	NA	NA	NA	NA	NA

**3. Accessibility of workplaces**

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

Yes the Company has a policy on diversity and inclusion and the actions are being taken.

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

Yes, the Company is committed to being an equal opportunity employer and ensure an inclusive workplace for all. The policy is being developed.

**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	100%	100%	N.A.	N.A.
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>N.A.</b>	<b>N.A.</b>

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	Company's policy and Union Meetings
Other than Permanent workers	Grievance Handling Mechanism
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 Charge and the same is addressed by the respective HODs/ In Charge.

7. Membership of employees and worker in association(s) or Unions recognised 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)
<b>Total Permanent Employees</b>	231	0	0	342	0	0
- Male	227	0	0	338	0	0
- Female	4	0	0	4	0	0
<b>Total Permanent Workers</b>	233	233	100%	219	219	100%
- Male	233	233	100%	219	219	100%
- Female	0	0	0	0	0	0

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 Safety Measures		On Skill Upgradation		Total (D)	On Health Safety Measures		On Skill Upgradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
<b>Employees</b>										
Male	1373	1373	100%	1105	80%	1461	1461	100%	1271	87%
Female	15	15	100%	11	73%	15	15	100%	14	93%
<b>Total</b>	<b>1388</b>	<b>1388</b>	<b>100%</b>	<b>1116</b>	<b>80%</b>	<b>1476</b>	<b>1476</b>	<b>100%</b>	<b>1285</b>	<b>87%</b>
<b>Workers</b>										
Male	233	233	100%	103	44%	223	223	100%	198	89%
Female	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>233</b>	<b>233</b>	<b>100%</b>	<b>103</b>	<b>44%</b>	<b>223</b>	<b>223</b>	<b>100%</b>	<b>198</b>	<b>89%</b>



## 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)
<b>Employees</b>						
Male	1373	1373	100%	1461	1461	100%
Female	15	15	100%	15	15	100%
<b>Total</b>	<b>1388</b>	<b>1388</b>	<b>100%</b>	<b>1476</b>	<b>1476</b>	<b>100%</b>
<b>Workers</b>						
Male	233	233	100%	223	223	100%
Female	0	0	0	0	0	0
<b>Total</b>	<b>233</b>	<b>233</b>	<b>100%</b>	<b>223</b>	<b>223</b>	<b>100%</b>

## 10. Health and safety management system:

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

Yes. Occupational Health and Safety Management System (ISO 45001:2018) is implemented across the organization and all integrated and grinding units are certified for ISO 45001:2018.

Occupational Health and Safety Management System is aligned with Occupational Health and Safety Management Policy, Occupational health and safety management vision & Mission and golden rules for employees, visitors & business partners.

All new employees, workers, and contractor workers undergo safety induction training to familiarizes them with the potential hazards and risks associated with their workplace environment which is critical for them to identify and mitigate risks effectively, reducing the likelihood of accidents and injuries, safeguards the well-being, promotes safety culture, and equip them to act swiftly and effectively in the event of an emergency, potentially saving lives and minimizing damage.

All the visitors and value chain partners visiting manufacturing site are made aware of the companies OH&S policy, golden rules, potential hazards, essential information about safety procedures, emergency protocols, and potential risks they may encounter during their visit through site specific animation video.

Digital, user friendly & effective OH&S Management System that fits to the organization and drive Risk Prevention Culture are developed and deployed across the unit to achieve and sustain "Zero Harm".

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

Hazard identification and Risk assessment is carried out by the section heads of the cross functional team (CFT) and active participation of worker in this process. Pre job safety briefing and on the job observation (BBS observation) is carried out by shift engineers / supervisors and critical error reduction techniques are applied.

Role & responsibility pertaining to OH&S with measurable KRA are mapped in SAP based KRA monitoring system. Safety visit mobile app is used for capturing site visit observations, recommendations of safety meetings, fire & safety audit, reporting of unsafe act & conditions and recognition for safe work execution. Plant safety inspection module developed in SAP is used for safety inspection, utility inspection mobile app is used for safety inspection of lifting tools, tackles, lifting machines, portable power hand tools, welding machines, heavy earth moving machines, critical PPE like Kevlar suit & arc flash suit, transformer, earth pit, load center, oil tank, fire tender and first aid box etc. Logistic safety app is used for safety inspection of raw material and finished goods vehicles. For contractor safety management, a contractor safety management app is there. Digital Permit to work & LOTOTO (Lock-out, tag-out & try-out) system is used to ensure safe execution of work. PPE survey mobile app is used for PPE compliance survey, Learning kiosk is there for self-assisted learning of employees, workers and contract workers. Healthy condition of the emergency handling equipment is ensured through digital system and IOT.

Occupational health centers are equipped with 300mA digital x-ray machine, path lab, spirometer, audiometer, ECG, oxygen concentrator, eye vision box, ISHIRA test color deficiency plate, bed equipped with medical O2 supply and bio-medical waste management facilities.

Every month starts with safety mass meeting at Main Gate, Mines, Packing Plant & Transport Nagar with activities like Safety message by Unit head, Safety Talk by worker, Safety Skit by worker, Recognition of worker, Distribution of safety pamphlet & Display of safety posters.

Every day begins with safety prayer, pre job safety briefing, on the Job safety observation & daily safety review in production meeting.

OH&S need base training, audit and inspection, emergency mock-drill, safety committee meeting, review of HIRA, emergency plan and safety standards, pre and post-employment occupational health checkup are carried out in accordance to OH&S annual plan.

- c. **Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)**
- Verbal Reporting: Inform supervisor, manager and safety officer.
  - Written Reporting: -
    - o Participation in Hazard Identification and risk assessment.
    - o Near Miss reporting
    - o Safety suggestions
    - o Safety committee meeting
  - Emergency evacuation plan and mock drills
- d. **Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)**
- Yes, in all our integrated plant occupational health centers are equipped with path lab, digital x-ray machine of 300mA, audiometry test facility, ECG facility, oxygen concentrator, medical oxygen, bed etc. and qualified doctors and paramedical staff where employees and workers are provided with non-occupational health services. In addition to this, health camps are also being organized.

**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	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

\* Including in the contract workforce

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

- OH&S management in accordance with ISO 45001:2018
- Use of user-friendly digital system for OH&S management
  - Digital PTW & LOTOTO system
  - Learning kiosk for self-assisted learning
  - Digital behavior-based safety management module comprising of Hazard identification and Risk Assessment, Pre job safety briefing (TBT), On the Job behavior-based safety observation, reporting Near Miss and monitoring of Safety KRA.
  - Digital system for periodical inspection and maintenance of firefighting equipment and extinguishers.
  - Mobile apps for Vehicle inspection, Portable tools and equipment inspection, safety visit, PPE compliance monitoring, contractor safety management.
  - Digital system for plant safety inspection & emergency management.
- Safety campaign – National Safety week, Fire service week, Road Safety month, Electrical safety week.
- Workplace monitoring and Occupational health checkup
- OH&S training – Induction, need based, emergency preparedness, on-the job, toolbox talk, demonstration, self-assisted learning, safety skit.
- Display of visuals
- Safety committee meeting (Apex & Departmental)
- Safety audits and Inspection
- Emergency mock-drills

**New initiatives FY 2023-24**

- Wireless Remote control for wagon loading machine – Sirohi Unit
- Installation of safe load indicators in the hydra – Sirohi Unit
- Installation of sprinkler system in shredder unit and AFR feeding system - Sirohi Unit
- Installation of fire door in bag godown - Sirohi Unit
- Development of system for prevention from radiant heat during inspection of kiln cowl shell and inlet by facilitating remote inspection using camera– DURG Unit.
- Installation of Earthing static charge confirmation relay with unloading pump operational interlock for safe unloading of liquid alternative fuel – Durg unit
- CO<sub>2</sub> Flooding System Installed in substation – Surat, Kalol & Jhajjar Unit.
- Installation of smoke detector & sprinkler in mustered husk storage area - Jhajjar
- Sprinkler system installation in AFR shed and conveyor – Sirohi Unit
- Installation of “EAZY KLEAN BLOWER” in packing plant for cleaning of dust from human body – Kalol & Surat unit
- Installation of Nitrogen injunction fire Protection system for transformer – Kalol & Surat unit.
- Review & update of Safety Standard
  - Safety Standards SOP Manual
  - Scaffolding standard
  - Oxy-fuel cutting and welding
  - Onsite emergency plan
  - Rigging and Hoisting Standard
  - Machine Guarding
  - Permit to work and LOTOTO.
  - Contractor capability assessment and passport system

**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	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

**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%

Note: Data of Integrated plant and grinding units excluding VAP.

**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.**

- Emphasis on critical error reduction techniques.
- Analysis of first aid and near miss cases and implementation of learnings
- HIRA Review and implementation of control measures

**Leadership Indicators**

1. **Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)**  
 Yes the Company extends life insurance and compensatory package in the event of death of both employees and workers. Employees are covered under social security laws like PF & ESI which ensures benefit (Compensatory package) in the event of death of employees & workers.
2. **Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**  
 NIL
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)  
Yes, as per the business requirement.

5. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	No, assessments were conducted during FY 2023-24. However, these considerations are standard terms of our contracts to maintain the best standard of health & safety practices.
Working Conditions	

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

S.No.	Plant	Initiative	Impact
1	Sirohi & Kalol	Dedicated lane for LNG Vehicle	Enhanced safety
2	Sirohi	PPE Booth	Enhanced PPE Compliance
3	Durg	Installation of lifeline structure near raw material yard for safety during tarpaulin removal from truck	Prevention of Drivers fall from height
4	Durg	Installation of audio alarm in Dumpers to alert the operator while dala is in raised condition	Drivers mistake proofing and prevention of dumper toppling / hit with overhead structure
5	Durg	Installation of water tank	Washing facility
6	Kalol Cuttack	Construction of Drivers Rest Room	Proper rest & enhances efficiency and safety due to fatigue prevention
7	Kalol	Platform for sample collection Near Bulk Loading	Prevention of Drivers fall from height
8	Surat	Installation of lifeline structure for safety during Bulker Door Opening & Closing and tarpaulin removal from truck	Prevention of Drivers fall from height
9	Surat & Amethi	Construction of Shed for loading / Unloading Trucks in rainy Season	Prevention from rain

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

##### Essential Indicators

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

The Company has strong business commitment towards shared value creation for various stakeholders and have accordingly mapped its internal and external stakeholders. The Company interacts with its various stakeholders throughout the year to ensure sustainable and harmonious relations. The Company's internal stakeholders include employees, whereas external stakeholders include business partners / suppliers, customers, communities around business operations, society, competitors, shareholders/ investors, and the governments.

Details are available in the Corporate Sustainability Report for the FYs 2016-18 at the Company website: <https://www.jklakshmicement.com/the-sustainability-report/>

The Company regularly engages with all its relevant stakeholders to create a positive impact across its value chain, and it has been running multiple programs under its CSR Health; Water & Sanitation; Education; Skilling & Livelihoods and Rural Development initiatives to bring transformational changes in the lives of vulnerable and the marginalized sections of society.

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
Shareholders	No	Email, letters, SMS, newspapers, meetings, Company website, stock exchange, other statutory authority, roadshows	Regularly	<ul style="list-style-type: none"> <li>Disseminating and sharing of information with the shareholders with a view to update and also to seek their approval etc. as may be required.</li> <li>Corporate governance</li> <li>Return on investment</li> <li>Climate change</li> </ul>
Institutional investors	No	Annual general meetings, quarterly concalls, presentation on website	Need based	<ul style="list-style-type: none"> <li>ROI and ESG performance</li> <li>Corporate governance</li> <li>Circular Economy</li> <li>Climate Change</li> <li>Environmental protection &amp; conservation</li> </ul>
Industry associations, knowledge partners	No	Meetings, communication	Need based	<ul style="list-style-type: none"> <li>Policy advocacy</li> <li>Technology and best practice sharing</li> <li>ESG</li> <li>Awards and recognitions</li> <li>Product innovation</li> <li>Branding &amp; reputation</li> </ul>
Employees & Workers	No	Roadshows, email, meetings, communication from top management	Daily, weekly, monthly, annually, need based	<ul style="list-style-type: none"> <li>Employee well being, career development, grievance handling, industry scenario</li> <li>Employee well being</li> <li>Career development</li> <li>Grievance redressal</li> <li>Caring for people, environment &amp; good culture</li> <li>Training &amp; development</li> <li>Occupational health and safety</li> <li>Diversity &amp; gender equality</li> <li>Employment &amp; labor practices</li> </ul>
Customers	No	Roadshows, feedback surveys, customer needs, social media, campaigns, customer meets	Need based periodically	<ul style="list-style-type: none"> <li>Complaints handling</li> </ul>

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
				<ul style="list-style-type: none"> <li>•Product communications</li> <li>•Customer awareness on blended cement</li> <li>•Product innovation</li> <li>•Branding &amp; reputation</li> <li>•Pricing integrity</li> </ul>
Value chain partners	No	Meetings, phone calls, emails	Daily, weekly, monthly, annually, need based	<ul style="list-style-type: none"> <li>•Customer relationship</li> <li>•Product knowledge, quality &amp; timely delivery,</li> <li>•EHS &amp; social policy deployment</li> </ul>
Communities	Yes	Meetings, messages	Daily, weekly, monthly, need based	<ul style="list-style-type: none"> <li>•Community development including health, water, education, sanitation etc</li> </ul>
Statutory body	No	Interactions, industry forum meets, compliance report	Need based	<ul style="list-style-type: none"> <li>•Compliance</li> <li>•Industry concerns</li> <li>•Government expectations</li> <li>•Circular economy</li> <li>•Climate change</li> <li>•CSR initiatives</li> </ul>
Media	No	Media meets Press conferences Management interviews Social media posts	Quarterly, Periodically, Needbased	<ul style="list-style-type: none"> <li>•Company's performance</li> <li>•Corporate governance</li> <li>•Transparency &amp;</li> <li>•Disclosure</li> <li>•ESG practices</li> <li>•CSR</li> </ul>

#### 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.

Our Board rechristened the erstwhile Corporate Social Responsibility (CSR) Committee to "CSR & Sustainability Committee". The said Committee reviews, inter alia, the Environment, Social, Governance and Sustainability initiatives of the Company. Additionally, the Company conducts stakeholders engagement exercise periodically on ESG topics which follow a systematic approach in terms of frequency, collection of data and reporting of outcomes including feedback from stakeholders to the Board.

Please refer to the stakeholder engagement section of Integrated Annual Report (IAR).

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes the Company undertook a comprehensive stakeholder consultations to identify & prioritize material issues based on their impact on our stakeholders and business. Based on the outcome of the materiality assessment and stakeholder engagement exercise strategies, objectives and KRAs are developed and monitored.

Please refer to the stakeholder engagement and materiality section of integrated annual report(IAR).

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

JKLC consciously acts as a responsible corporate citizen and engages with the marginalized and vulnerable sections of the society. Our major engagement channels are with local communities and other stakeholders like masons, petty contractors, drivers etc., benefitting through our CSR interventions. We engage with them frequently through need assessment and other participatory methods to understand their needs and impact of our interventions. In addition we also engage with our channel partners and other influencers including masons, petty contractors through various loyalty programs and rewards systems. Please refer CSR Report and Social and Relationship capital section of Integrated Annual Report for further details.

**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. employees/workers covered (B)	% (B/A)	Total (C)	No. employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1388	1115	80%	1476	1033	70%
Other than permanent	0	0	0	0	0	0
<b>Total Employees</b>	<b>1388</b>	<b>1115</b>	<b>80%</b>	<b>1476</b>	<b>1033</b>	<b>70%</b>
<b>Workers</b>						
Permanent	233	140	60%	223	110	49%
Other than permanent	2040	1651	81%	2069	1035	50%
<b>Total Workers</b>	<b>2273</b>	<b>1791</b>	<b>79%</b>	<b>2292</b>	<b>1145</b>	<b>50%</b>

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 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)
<b>Employees</b>										
Permanent	1388	0	0	1388	100%	1476	0	0	1476	100%
Male	1373	0	0	1373	100%	1461	0	0	1461	100%
Female	15	0	0	15	100%	15	0	0	15	100%
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Workers</b>										
Permanent	233	0	0	233	100%	223	0	0	223	100%
Male	233	0	0	233	100%	223	0	0	223	100%
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	2040	953	47%	1087	53%	2069	683	33%	1386	67%
Male	1927	856	44%	1071	56%	1871	485	26%	1386	74%
Female	113	97	86%	16	14%	198	198	100%	0	0

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

a) Median remuneration / wages:

S. No.	Particulars	Male		Female	
		Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
1	Board of Directors (BoD) - Executive Directors (ED)	1	4,18,97,499	1	27,52,53,029
2	BoD - Non EDs	5	20,65,000	1	18,15,000
3	Key Managerial Personnel (KMP)*	2	4,70,42,296	-	-
4	Employees other than BoD and KMP	1369	11,18,892	15	12,62,124
5	Workers	205	6,38,573	-	-

\*The Median remuneration of the Executive Directors (KMPs) are covered as part of Board of Directors, therefore not included in the median remuneration paid to KMP.

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Gross wages paid to females as % of total wages	8.09%	6.84%

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)

The fundamental human rights issues are governed by the national legislations of India for instance child labour, forced labour, sexual harassment etc. JKLC complies with laws of the land. In addition to above legislative framework we have internal committees to take care of human rights issues pertaining to child labour, sexual harassment etc.

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

We comply with law of the land. In addition to the national legislative framework we have internal committees to take care of human rights issues pertaining to child labour, sexual harassment etc.

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

Category	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	Nil	Nil	Nil	Nil	Nil	Nil
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 of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

We have Code of Conduct and SHAW Policy. Additionally, we have education program on harassment and code of conduct for all the employees at all levels. We also follow the philosophy of protection of whistleblowers.

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

Yes, Human right requirements form part of Company's business 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	-

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

The Company ensures proper screening of potential suppliers and partners that there are no child labour and forced/ involuntary labour. Our contracts with our value chain partners prohibit employment of child labour and forced/ involuntary labour. The Company strives to be a discrimination free Company and we do not allow discrimination & harassment based on religion, gender, cast disability, nationality, sexual orientation, race and age. In addition, we also expect all our value chain partners to uphold these principles and include guidelines on human rights in all our contracts.



## Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.  
No complaints so far and therefore not applicable.
2. Details of the scope and coverage of any Human rights due-diligence conducted.  
The Company has internal control mechanisms to ensure human rights due-diligence. All external contracts contain strict guidelines on human rights issues and compliance is monitored constantly. No third party due diligence conducted for human right, in the current Financial year.
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?  
The Company is taking steps in this direction
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	Nil
Discrimination at workplace	Nil
Child Labour	Nil
Forced Labour / Involuntary Labour	Nil
Wages	Nil
Others—please specify	-

The Company expects its value chain partners to adhere to the same values, principles and business ethics upheld by the JKLC in all their business affairs. No specific assessment in respect of value chain partners has been carried out other than certain covenants where some of these parameters are being monitored closely.

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.  
While inducting any new suppliers they are assessed on above parameters and also the same is the part of every contract/Purchase order.

**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)
<b>From renewable sources</b>		
Total electricity consumption (A)(GJ)	965077	839377
Total fuel consumption (B)(GJ)	1557564 (Through AFR)	1040895
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C) (GJ)</b>	<b>2522641</b>	<b>1880272</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)(GJ)	1572120	1583703
Total fuel consumption (E) (GJ)	21908305	21309695
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F) (GJ)</b>	<b>23480425</b>	<b>22893398</b>
<b>Total energy consumed (A+B+C+D+E+F) (GJ)</b>	<b>26003067</b>	<b>24773670</b>
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)(GJ/RS)	0.000411	0.0004080
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	Since we are not exporting any product, hence revenue earned is in INR only and PPP adjustment is not applicable	
<b>Energy intensity in terms of physical output</b>	<b>70</b>	<b>68</b>
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Remarks: For Total Energy consumption (In GJ Electrical +Thermal) data: The boundary is all Cement plants of JKLC (2 Integrated units+ 4 Grinding units) and the RMC business. Under total energy consumption figure “The total electrical Energy data above is the total energy subtracting the auxiliary consumption from Grid for TPP Startup/WHRS startup/Solar power auxiliary, project,energy consumed in Colony and Transport Nagar”.

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.

During the reporting period no assessment was undertaken by external agency.

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.

Yes, JKLC-Sirohi & JKLC-Durg are registered as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) scheme of the Government of India.

JKLC – Durg was registered in PAT III cycle with base line year 2015-16 under which the assessment year was 2019-20. All the targets were complied in cycle III. At present we are in PAT cycle VII-A, in which the base line year is 2019-20 and assessment year is 2024-25. Under PAT cycle-VII-A we have been given the target of 6.36 % reduction.

JKLC Sirohi- During PAT Cycle-1 we were given the target to reduce SEC by 4.91% against that we have reduced SEC by 14.77%. We got 38987 certificates exceeding the target. In PAT cycle-2 we were given the target to reduce SEC by 4.8% but we have reduced only 2.33% & Banked certificates in PAT Cycle I is used for compliance in shortfall. Now we are in PAT Cycle-VII, we have to reduce SEC by 3.4% and to achieve this our Road map includes increase in usages of renewable energy; increase in usages of AFR and plant energy efficiency improvement. The M&V audit is to be conducted in FY25-26.

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)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	367663	419357
(ii) Groundwater	716229	731891
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	797
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>1083893</b>	<b>1152045</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>1085419</b>	<b>1152045</b>
<b>Water intensity per rupee of turnover (Total water consumption / Revenue from operations)(KL/Rs. Turnover)</b>	<b>0.0000172</b>	<b>0.0000190</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	Since we are not exporting any product, hence revenue earned is in INR only and PPP adjustment is not applicable	
<b>Water intensity in terms of physical output (KL/Ton of Cement Production)</b>	<b>0.1141</b>	<b>0.1228</b>
<b>Water intensity (optional) - the relevant metric may be selected by the entity</b>	<b>-</b>	<b>-</b>

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

Yes. The name of the external agency is mentioned below:

- National Productivity Council

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(ii) To Groundwater		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(iii) To Seawater		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(iv) Sent to third-parties		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(v) Others		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
<b>Total water discharged (in kilolitres)</b>		

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

No

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

Cement manufacturing is a dry process thus there is no direct utilization of water in the process. Water is only being used for industrial cooling purpose and there is no wastewater generated from cement manufacturing process. JKLC is maintaining Zero Water Discharge Unit status. The company has placed Sewage Treatment Plants (STPs) for domestic sewage, Effluent Treatment Plants (ETPs) for wastewater generated from automobile workshops and N Pit for Waste Heat Recovery Power Plant & Power Plant. Recycled 100% treated water is reused in Machineries' cooling, Dust suppression, Greenbelt development etc. within Unit's premises.

## 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	Ton/Annum	7005	1342
SOx	Ton/Annum	6553	258
Persistent matter (PM)	Ton/Annum	574	17
Persistent organic pollution (POP)		NA	BDL
Volatile organic compounds (VOC)		NA	BDL
Hazardous air pollutants (HAP)		NA	BDL
Others – please specify		-	-

- In 2022-23 Avg emission taken
- In 2023-24 Total emissions taken

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.

Yes, Third party assessment done by an external agency for stack monitoring, calibration of Stack and monitoring for emission during Co-processing of AFR. External agency is approved by MoEFCC/CPCB/SPCB. The names of agencies are (1) IRClass (2) Vimta laboratories.

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 <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	Gross - 5827444.13 Net - 5756316 *	5380820
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	186551	434543
Total Scope 1 and Scope 2 emissions per rupee of Turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Kg CO <sub>2</sub> /Rs Turnover	0.0940 (based on Net CO <sub>2</sub> )	0.09579
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)	Since we are not exporting any product, hence revenue earned is in INR only and PPP adjustment is not applicable		
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Kg CO <sub>2</sub> e / Ton of Cement	584 (based on Net CO <sub>2</sub> )	599
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

\*We have considered GHG emissions from our own TPP.

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.

During the reporting period no assessment was undertaken by external agency.

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

We have commissioned Pre and co processing facility at JKLC-Sirohi unit which has helped us to increase our YTD TSR level to 7.1%. With optimization in processes, we could able to reach TSR of 6.6% in our Kiln at JKLC-Durg. In FY23-24 at group level (JKLC-Sirohi&JKLC-Durg) we were able to reach TSR level of 7%, which has helped us in reducing our Scope-1 CO<sub>2</sub> emissions.

We have also commissioned 56 MWp solar project for our JKLC-Durg unit which has helped us in reducing our Scope-2 CO<sub>2</sub> emissions. We at JKLC-Sirohi unit has ordered 7MWp solar project which will further improve our RE% and thus will result in reducing our CO<sub>2</sub> emissions.

We are committed to SBTi to reduce our GHG emissions, we are also the member of RE% and have committed to meet our 100% electrical energy consumption through renewable energy by 2040.

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)
<b>Total Waste generated ( in metric tonnes)</b>		
Plastic waste (A)	97.98	29.53
E-waste (B)	3.61	0.186
Bio-medical waste (C)	0.23	0.192
Construction and demolition waste (D)	0	0
Battery waste (E)	7	14.40
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (used oil)(G)	23.84	33.51
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (Fly Ash & MS Scrap)	38041	33568.63

Parameter	FY 2023- 24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total (A+B + C + D + E + F + G+ H)	38174	33646.44
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (Ton / Rs. Crore)	6.04	5.54
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	Since we are not exporting any product, hence revenue earned is in INR only and PPP adjustment is not applicable	
Waste intensity in terms of physical output	0.004014	0.003586
Waste intensity (Optional)- the relevant metric may be selected by the entity	-	-

Parameter	FY 2023- 24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
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	0	16.70
(ii) Re-used	37363.52	30810.50
(iii) Other recovery operations	0	0
<b>Total</b>	<b>37363.52</b>	<b>30827.20</b>
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.23	0.19
(ii) Landfilling	0	0
(iii) Other disposal operations	616.62	2815.71
<b>Total</b>	<b>616.85</b>	<b>2815.90</b>

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

No, independent assessment/ evaluation/assurance has been carried out by an external agency.

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

- Hazardous waste generated like lubricant oil and greased is managed through authorized recyclers under Hazardous Waste Management Rules, 2016 and as amended.
- Wastewater after domestic use is being treated in STP. STP sludge is being reused as a manure. Treated water is being used in machineries cooling and plantation.
- Deployment of road vacuum sweeping machine for fugitive dust emissions control.

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.	J K Lakshmi Cement Limited Village-Ghantikhal, Unit - Radheshyampur, Cuttack, Odisha.	Cement Grinding Unit	Yes

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 Weblink
Expansion of Integrated Cement Plant Clinker 1.98 MTPA to 5.0 MTPA, Cement 5.0 MTPA to 6.0 MTPA, CPP 20 MW to 40 MW, WHRB 10 MW to 25 MW, Limestone 4.8 MTPA to 8.0 MTPA	As per EIA Notification 2006	Wednesday, July 15, 2020	M/s Anacon Laboratoris Nagpur	Draft EIA Report Submission is pending from JKLC. Will be communicated after grant of EC.	Draft EIA Report Submission is pending from JKLC. Will be communicated after grant of EC.
For Expansion in production capacity of captive limestone mine (Mine Lease I of area 267.695) from 4.8 MTPA to 8 MTPA from Both mine lease with existing crusher and with additional crushing capacity of 1500 TPH at village - Semaria Ghikuria and Nandini Khundini Durg District	As per EIA Notification 2006	20-Jan-21	M/s Anacon Laboratoris Nagpur	Amendment in existing TOR application to be submitted in the month of May	Amendment In existing TOR application to be submitted in the month of May
For expansion of production capacity of lime stone mine (Mining Lease II area of 252.105 ha.) production capacity from 0.3 MTPA to 1.35 MTPA at village Semaria, Ghikuria and Nandini Khundini, Durg District)	As per EIA Notification 2006	20-Jan-21	M/s Anacon Laboratoris Nagpur	Amendment in existing TOR application to be submitted in the month of May	Amendment In existing TOR application to be submitted in the month of May
Amendment in Environment Clearance issued by MoEF & CC, New Delhi vide letter no. J-11015/266/2013-IA.II (M) dated 09.08.2016 for Lakshmi Cement Limestone Mining Project (M.L. No. 10/99) of J K Lakshmi Cement Limited located in an area of 390.625 ha. near villages Basantgarh, Rampura and Rohida, Tehsil – Pindwara, District – Sirohi, Rajasthan.	As per EIA Notification 2006	04.09.2023	JM Environet (P) Ltd, Jaipur	Environment Clearance Granted	<a href="https://parivesh.nic.in/newupgrade/#/organisation/project-detail?project=8986246">https://parivesh.nic.in/newupgrade/#/organisation/project-detail?project=8986246</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:

Yes, Complied with all 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.

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
			NIL	

Leadership Indicators

1. Water withdrawal consumption and discharge in areas of water stress (in kilolitres)

Not Applicable

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

- Name of the area
- Nature of operations
- Water withdrawal consumption and discharge in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	-	-
<b>Total volume of water consumption (in kilolitres)</b>	-	-
<b>Water intensity per rupee of turnover</b> (Total water consumed / turnover)	-	-
<b>Water intensity (optional) - the relevant metric may be selected by the entity</b>	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total Water Discharged in (kiloliters)</b>	-	-

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

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)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> ,NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	136442	125528
<b>Total Scope 3 emissions per rupee of turnover</b>	Kg/ ₹ of turnover	0.0021590	0.0020676
<b>Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity</b>	-	-	-

For FY2023-24 under Scope -3 emissions, we have considered Co<sub>2</sub> emissions in upstream & downstream logistics operations, through employee commute and through Business commute.

However in FY 2022-23 under Scope -3 emissions, we have considered Co<sub>2</sub> emissions in upstream & downstream logistics operations and through employee commuting.

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.

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



Below are the major impact & mitigation measures of Wildlife Conservation Plan of our plant for which the information has been provided in Question 10.

#### Major Impact

- Impact on Soil & Air due to sound & pollution arising from plant operation.
- Sound from machinery and heavy vehicles may hamper natural movement of wildlife animals.
- The dust emission from plant may hamper the life of flora and fauna.

Some of the major mitigation and remedial measures undertaken by the Company are as below-

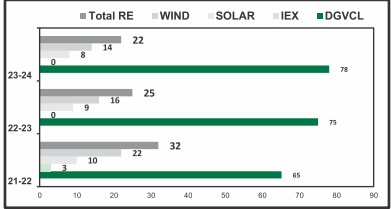
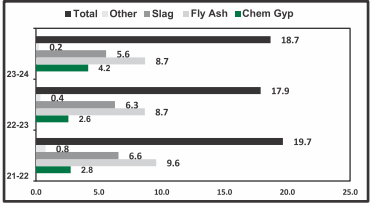
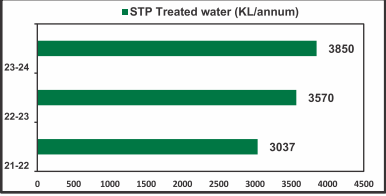
- 16.29-hectare area developed as green belt which balance the emission and prevent topsoil corrosion.
- One vehicle provided to the Forest department to watch & monitor elephant movement for the purpose of anti-depredation.
- Corpus fund of ₹ 4.06 Crores provided to the Forest department to undertake activities to prevent wildlife depredation and related activities.
- Company is implementing various CSR activities in the plant nearby villages and providing support to other stakeholders in their development initiatives.

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of IOT sensor (approximately 105) in all of plant key equipment's such as Kiln main drive, PH fan, Raw mill main drive, slag mill main drive and other critical drive)	All the smart sensor parameters are being stored in cloud with easy access. There are 2 major sensors alpha core and infinity uptime. Link; <a href="https://www.infinite-uptime.com/about/">https://www.infinite-uptime.com/about/</a>	Real time monitoring of all equipment unable to anticipate the issues and there timely corrective / preventive actions. Enhanced equipment reliability. As real time message are float in case of deviation from standard parameters.
2	Use of Model predictive control in kiln operation	Model predictive control is AI based tool and is programmed in a manner to anticipate the actions to be taken for process operations in an effective manner rather than operator taking actions to enhance process efficiency.	Due to real time corrective actions and artificial intelligence it anticipate all the relevant action to enhance heat consumption.
3	Installation of In house liquid firing system with essential interlocks with DCS	The system was developed in house and successful trial taken. All the key interlocks placed for equipment safety in DCS.	Ensured system in house system commissioning with safety aspects are meet as per standard.
4	Installation of VFD in belt conveyor of AFR system with interlocks.	This VFD enable to optimise the flow rate of the waste being fed into the calciner, hence regulate the optimised flow rate based on kiln conditions.	Enhance AFR usage in kiln system.
5	Interlocking of double shutoff gate with calciner pressure	When ever the plant is stopped the double shut off gate operates and isolates the system from calciner. This leads to minimal chance of backfire.	Avoided back fire in AFR circuit owing to backfire if plant gets stopped suddenly.
6	Incorporation of PIDs in cement mill	PID installed in cement mill ie. Feed versus main drive load to enhance mill productivity and take real time action	+ 1% enhancement of mill productivity.
7	Reduction in % additive consumption in Raw mill	In FY 22-23 = 4.1% whereas in FY 23-24 its was 2.01% with in house optimization.	Approximate 2% reduction in additive.
8	Enhance usage of % slag in PSC	In FY 22-23 = 61.8% whereas in FY 23-24 its was 64.01% with in house optimization.	With in house developments % slag in PSC about 2.3%.



S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
9	Utilization of Mine Reject, conversion to a resource.	Over the last 4 decades approx. 20 Million Tons Face reject piled up in the mine, which reduces the efficiency of mine, as rule of mine amended for utilization mine reject for production of M Sand. Installation of M Sand Crusher under process	Utilization of Mine Reject
10	Maximizing of TSR to conserve the conventional fuels	Installed the new facility for AFR coprocessing at Kiln 1. Revamping of Kiln 2 & Kiln 3 AFR System to maximise the consumption of AFR. Started the Consumption of RDF & Plastic Waste, to meet the obligation of Plastic EPR targets.	Increased the TSR from 4% to 7%
11	Energy efficiency	Reduction of False Air ingress by Installation of Kiln inlet Itica Seal in Kiln-2	Power Saving (Units) 40
		Reduction of False Air ingress by Installation of dividing gate in Kiln2	40 (Units)
		Installation of High Efficient Burner in Kiln-1	20 (Units)
		Pressure Drop Reduction from PH Boiler O/L to PH Fan I/L Duct in kiln 3 through CFD Analysis	20 (Units)
		Pressure Drop Reduction from PH Boiler O/L to PH Fan I/L Duct in kiln 2 through CFD Analysis	10 (Units)
		Power Saving by Removal of Bag house fan inlet damper in RM-2	15 (Units)
		Power Saving by Removal of Mill Vent fan inlet damper in RM-1 (Unit 1 Ball Mill)	5 (Units)
12	Renewable Energy	Upgraded Kiln 1 AQC Boiler	Increased renewable energy
13	Environment Monitoring	Installed one New CAAQMS Monitoring Station	24 Hrs online monitoring Met with regulatory obligation
14	Environment Monitoring	Replacement of one weather monitoring station	Increased weather monitoring Met with regulatory obligation
15	Emission Control	Kiln 2 Baghouse Bags replacement done	PM Emission control
16	Awareness of new Purpose, Vision, Mission & Values	100% MCS & 82% Onroll workmen covered in the awareness sessions	Increased in awareness level among employees
17	Awareness on Cyber Security	100% MCS covered in this awareness campaign	Increased awareness level & reduced risk of cyber attack
18	Restructuring of Unit Organization	Partnered with E&Y	Increased in manpower productivity by approx. 25% (YOY basis)
19	Mitigation of Fire risk mitigation	Installed the new fire line, sprinkler system and Fire door at Packing Plant Godown & Solid AFR Facility.	Increased Workability. Lower fire risk
20	Safety KRA	Safety KRA inbuilt with All Employees Safety Training Calender	Increased Safety Awareness

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
21	Utilization of Renewal Energy	We are utilizing solar energy through our own 2.36 MW Solar plant from the year 2017 (commissioned in Dec'2016). From Sep'2019 we have started using wind energy.	Renewal energy consumption in last 3 years has been more than 20% of total energy utilization. 
22	Utilization of Alternative Raw Material	Utilization of industrial waste for cement manufacturing.	We are using chemical gypsum, granulated slag, fly ash & other additives for cement manufacturing. Nearly 18% material used is industrial waste. 
23	Waste water Recycling	Installed STP for utilization of domestic wastewater. We have installed total 3 no's of STPs, having total capacity of 18 KL/Day. Our process is designed such that there is no requirement of fresh water.	We are treating nearly 10 KL/Day, totaling to more than 3,000 KL in a year. Hence Fresh water demand is met by this treated water. 
24	Clinker factor reduction of 1.84% in FY 2023-24 compared to FY 2022-23 by increasing Fly Ash and Gypsum addition reducing	-	Reduction of 10013625 eCO <sub>2</sub> GHG gases
25	Different power saving initiatives	-	GHG reduction by @ 23000 Kg CO <sub>2</sub> equivalent
26	20% of total power consumption is from renewable energy sources	-	Reduction in Greenhouse gases by 3060514 Kg CO <sub>2</sub> equivalent
27	Mill covering door on substation side	-	reducing noise level by 8 decibels
28	Unit head office area covered under RWH system	-	15300 litres of water saving considering average 600mm rainfall
29	PQM webpage is developed for real time awareness of status of different production and quality parameters and raw material	-	Savings in paper consumption and digitization
30	IOT sensors installation as latest technology adoption	-	Savings in plant operation resulting in better efficiency and GHG reduction

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
31	Utilization of renewable energy	We are utilizing solar energy through our own 0.5mw solar plant from the year 2021 (commissioned in apr 2021).	Renewable energy consumption in last 3 years has been more than 4.10 (avg) of total energy utilization. 1-year 2021-2022,total solar utilization-4.50 % 2-year 2022-2023,total solar utilization-4.46 % 3-year 2023-2024,total solar utilization-3.36 %
32	Utilization of alternative raw material	Utilization of industrial waste for cement manufacturing .	We are using phospho gypsum, granulated slag,flyash ,dolachar & other additives for cement manufacturing.  Nearly 41 .5 % material used is industrial waste. 1-year 2021-2022,total industrial waste utilization-37.5 % 2-year 2022-2023,total industrial waste utilization-40.9 % 3-year 2023-2024,total industrial waste utilization-46.2 %
33	Waste water recycling	Installed STP for utilization of domestics waste water having capacity of 10kl/day (commissioned in dec 2023)	We are treating nearly 1.8kl/day, total 594kl/year, fresh water demand is met by this treated water. 1-year 2023-2024,192kl

For more information, please refer Manufacturing chapter of the Integrated Annual Report.

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

Yes, we do have emergency prevention and preparedness plan in line with the State Factories Rules, and we conduct mock drill at regular interval. The Emergency plan contains information about preliminary hazard analysis, details of site, Emergency sites identified, Central Control Center (CCC), Incident control center (ICC), Handling of an emergency / disaster, List of certified trained first aider, location wise summary of fire fighting equipment, specifications of fire fighting equipment, location wise summary of fire detection and alarm system, Fire fighting instructions, Building emergency evacuation plan, first aid measure for electrical shock / cardiac arrest, wound, fracture, burn, chemical burn, snake bite, dog bite, honey bee bite, choking, details of OHC paramedical staff and facilities and mutual aid agreement etc.

**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.**

- There is no significant adverse impact to the environment, arising from the value chain of the entity because JK Lakshmi Cement Ltd. prefers to procure from suppliers who are proactive in reducing their environmental impacts and expects its suppliers to comply with relevant laws and regulations.
- Our products are Greenpro certified, and our first preference is to buy Greenpro Certified Products.
- Emission reduction - Buy local materials, try to minimize distance between source & project site.
- Forest/Environmental protection: Buy Refrigerant free from CFC/HCFC/Halons and asbestos free products.
- Health & safety - Buy low VOC paints, sealants and adhesives.
- Conserve resources - Buy materials having more recycled content.
- Avoid products having hazardous materials & encourage companies meeting safety standards & reliability.
- Maximize purchase of nationally or internationally or IGBC certified sustainable products

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

Not Applicable

**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.  
10
- 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	NATIONAL SAFETY COUNCIL	National
2	CONFEDERATION OF INDIAN INDUSTRY	National
3	CEMENT MANUFACTURERS ASSOCIATION	National
4	COAL CONSUMER'S ASSOCIATION OF INDIA	National
5	READY MIXED CONCRETE MANUFACTURERS	National
6	PHD CHAMBER OF COMMERCE & INDUSTRY	National
7	GCCA INDIA (P) LTD	National
8	INDIAN CHAMBER OF COMMERCE	National
9	UDAIPUR CHAMBER OF COMMERCE	State
10	RAJASTHAN CHAMBER OF COMMERCE	State

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

Name of authority	Brief of the case	Corrective action taken
Competition Commission of India	Competition Commission of India (CCI) vide its order dated 19th January 2017 had imposed a penalty on certain cement companies including a penalty of ₹ 6.55 Crores on the Company pursuant to a reference filed by the Government of Haryana. The Company has filed an appeal with Competition Appellate Tribunal (COMPAT) against the said order. COMPAT has granted a stay on CCI's order. After the merger of COMPAT with National Company Law Appellate Tribunal (NCLAT), the Company's case also stands transferred to NCLAT. Based on the legal opinion, the Company believes that it has a good case in the matter.	All the seven companies filed appeal before Competition Appellate Tribunal (now transferred to National Company Law Appellate Tribunal). JK Lakshmi cement was first to file the appeal bearing no.- Transfer Appeal (Appellate Tribunal) (Competition) No 39 of 2017 (earlier appeal no 2 of 2017 before COMPAT). The appeal is yet to be heard and finally disposed. We are ethically, and socially responsible Company and we very strongly reiterate that we have never been a part of bid rigging or any other wrongdoing in our business practices and would like to reassure to all our stakeholders that the Company has never indulged or was part of any bid rigging or has undertaken any unfair business practices.

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ Others- please specify)	Web Link, if available
1.	Renewable energy/ AFR	Industry associations & bodies	-	Opportunity based/ Need based	-
2.	Alternative building materials	Seminars	-	Need / opportunity based	-
3.	Carbon emission reduction in cement industry	Seminars	-	Need based	-
4.	Water conservation	Industry associations & bodies	-	Opportunity based	-

**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		

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	Amount paid to PAFs in the FY ( In INR)
				Not Applicable		

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

The CSR team visits communities on day-to-day basis and meet various stakeholders including beneficiaries, panchayat representatives and others. The process of continuous engagement with the community is an ongoing process. The frequency of the engagement and interaction depends on nature of the stakeholder like project beneficiaries in local communities do happen on daily and weekly basis whereas that of panchayats and government line departments do happen on fortnightly and monthly basis. These day-to-day interactions help the CSR team to gather feedbacks and complaints if any. The feedback is used to improve and modify CSR projects. This system is an informal one and has helped to resolve issues and response to the demands of stakeholders to their satisfaction. The Company also undertakes materiality analysis on time-to-time basis as a part of its sustainability reporting initiatives. Based on this respective departments undertake engagement and activities to address materiality issues. Plants have a system of monthly review of all departments who have external stakeholders' interface.

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	75% (PP Bags) 11% (Spares) 5% (Raw Material)	71% (PP Bags) 11% (Spares) 2% (Raw Material)
Directly from within India	67% (Fuel) 100% (PP Bags) 90% (Spares) 100% (Raw Material)	69% (Fuel) 100% (PP Bags) 83% (Spares) 100% (Raw Material)

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 & Semi-Urban	78.18%	78.18%
Urban & Metropolitan	21.82%	21.82%

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

\* According to RBI guidelines –

- Our plants/units are categorized as being in small towns, We are classifying them under rural & semi-urban.
- Head Office (HO) and marketing & sales (M&S) locations are being considered under urban and 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	

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)
1.	Rajasthan	Sirohi	2,81,48,692

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)  
No preferential policy
- (b) From which marginalized /vulnerable groups do you procure? Not applicable
- (c) What percentage of total procurement (by value) does it constitute? Not applicable
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit of shared (Yes /No)	Basis of calculating benefit share
		Not Applicable		

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

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

6. Details of beneficiaries of CSR Projects

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	JK Lakshmi Aarogya Project	88238	67%
2	JK Lakshmi Vidya Project	20608	37%
3	JK Lakshmi Aajivika Project	44655	82%
4	JK Lakshmi Swajal & Swacchhta Project	54220	80%
5	JK Lakshmi Gramin Vikas Project	58484	64%
6	JK Lakshmi Kaushal Prashikshan Project	581	68%

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

### Essential Indicators

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

The Company aims for a "Customer centric" approach with various initiatives listed below:

- "Toll Free" Helpline number for instant solutions to the queries of customers.
- Site Meets conducted by Technical Service cell
- Product Demonstration on sites by TSC
- Customer in Culture program by Cross functional Team for feedback
- Forms on digital media (Website) for addressing queries of potential customers.
- Customer Satisfaction Survey through external agency
- Face to face interaction with mason/ contractors for any feedback/ issues

Company has provided various platforms, involving a pre-defined escalation matrix, where Customer can share his grievances in following ways as find appropriate by him-

- Contacting through authorized dealer
- Customer care helpline
- Web site
- E-mail

In addition to the above Company’s technical services unit also responds to customer’s queries and complaints.

- Company is having its technical service unit comprising qualified civil engineers.
- Product related complaints are directly sent to company’s technical services unit.
- On receipt, Company officials visit the customer within 24 to 36 hours.
- They interact with Customer and understand the nature of complaint.
- They collect all needful information including Customer details, Complaint nature, Purchase date, application period, Construction methodology as adopted etc. to diagnose the causes.
- The demonstration of the quality check, where required, is also done. Customer is explained and assisted by way of explaining good construction practices including tips to make structure durable.
- The details of examination and demonstration is shared with the Customer. If needed, Cement testing is done either at own plant or NABL accredited third party lab. Test results of samples are communicated and shared with customer.

All the complaints are compiled in Feedback register & shared with Plant head & Quality Control head for needful at their end on monthly basis.

Further, Company also organizes programs, face to face interaction and circulates literatures to inform and educate the Consumers about safe and responsible usage /safe handling of the products to create awareness about different ways to adopt safe construction practices. correct application procedure & precautionary measures while handling / application of cement related items.

**2. Turnover of products and/or 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	All necessary information as per regulatory requirements are disclosed on all our products. Information on cement bags are governed by BIS guidelines.
Safe and responsible usage	
Recycling and /or safe disposal	

**3. 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	0	0	No complaint received	0	0	No complaint received
Advertising	0	0	No complaint received	0	0	No complaint received
Cyber-security	0	0	No complaint received	0	0	No complaint received
Delivery of essential Services	NA	NA	NA	NA	NA	NA
Restrictive Trade Practices	0	0	No complaint received	0	0	No complaint received
Unfair Trade Practices	0	0	No complaint received	0	0	No complaint received
Other (Related to consumer)	194	0	Resolved	178	0	Resolved

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

5. **Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**  
Yes, <https://www.jklakshmicement.com/>
6. **Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products/ services.** Nil
7. **Provide the following information relating to data breaches:**
  - a. Number of instances of data breaches  
Zero Instances
  - b. Percentage of data breaches involving personally identifiable information of customers  
Zero Percentage of data breaches.
  - c. Impact, if any, of the data breaches  
Zero Data Breach and no adverse impact

#### Leadership Indicators

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available)**  
<https://www.jklakshmicement.com/>  
<https://www.jklakshmicement.com/types-of-cement-products/>  
<https://www.jklakshmicement.com/value-added-solutions/>
2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**
  - On-site services for raw material testing and product application Through Technical Mobile Van.
  - Site supervision services to educate customers right construction methodologies and practices.
  - Advise on good construction practices through meets, leaflets, brochures etc.
  - Training to mason and contractors on good construction practices.
  - Product usage tips released through social media.
  - Trainings by technical service department.
3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**  
The company offers various platforms that customers can use to share their grievances according to their preference. These include:
  - a) Contacting an authorized dealer
  - b) Calling the customer care helpline
  - c) Visiting the company's website
  - d) Sending an email
  - e) Using the chat bot

The company has a technical service unit made up of qualified civil engineers. Any product-related complaints are directly sent to this unit. Once received, company representatives visit the customer within 24 to 36 hours to discuss the complaint and gather all necessary information such as customer details, nature of the complaint, purchase date, application period, and construction methods used. If a quality check is needed, it is also performed during the visit. Customers receive explanations on best construction practices, including tips on making structures more durable. The results of the examination and demonstration are shared with the customer.

If necessary, cement testing is conducted at the company's own plant or an accredited third-party lab. The test results are communicated and shared with the customer. All complaints are recorded in a feedback register and shared with the plant and quality control heads monthly for further action.

Additionally, the company organizes programs, face-to-face interactions, and distributes literature to inform and educate consumers on the safe and responsible use of products. These efforts aim to increase awareness about safe construction practices and proper application procedures, as well as precautionary measures when handling or applying cement-related products.
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)**  
We follow BIS Regulations for the product packaging and information to be contained in the product packaging. However, in few cases product benefits are also displayed on the cement bag. The Company has various channels to gather information from the customers on its products. Additionally, the cross functional team visits the markets and take feedbacks from various customers and stakeholders on regular intervals.