



**JTEKT INDIA LIMITED**

18<sup>th</sup> July, 2024

**The BSE Limited**

Department of Corporate Services  
Floor 1, New Trading Ring  
Rotunda Building. P.J. Towers  
Dalal Street, Fort  
Mumbai 400 001.

**Scrip Code - 520057**

**National Stock Exchange of India Ltd.**

Exchange Plaza, 5th Floor,  
Plot No. C/1, G Block  
Bandra – Kurla Complex  
Bandra (E)  
Mumbai 400 051.

**Symbol – JTEKTINDIA; Series – EQ**

**Sub: Business Responsibility and Sustainability Report for the F.Y. 2023-24.**

Dear Sirs,

Pursuant to the Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report ('BRSR') for the Financial Year 2023-24, which also forms part of the Annual Report for the Financial Year 2023-24.

You are requested to please take the same on record.

The same will also be available on the website of the Company at <http://www.jtekt.co.in/>.

Thanking you,

Yours faithfully,  
For **JTEKT India Limited**

**Saurabh Agrawal**  
**Company Secretary**

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**Regd. Office :** UGF-6, Indra Prakash, 21, Barakhamba Road, New Delhi – 110 001, India.

**Tel :** +91 11 23311924 / 2332 7205

**CIN :** L29113DL1984PLC018415, Website : [www.jtekt.co.in](http://www.jtekt.co.in)

**Email :** [investorgrievance@jtekt.co.in](mailto:investorgrievance@jtekt.co.in)

**Works :** 38/6, Delhi-Jaipur Road, NH-48. Gurugram – 122 001, Haryana, India.

**Tel :** +91 124 468 5000

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L29113DL1984PLC018415
2.	Name of the Listed Entity	JTEKT India Limited
3.	Year of incorporation	1984
4.	Registered office address	UGF-6 Indraprakash, 21, Barakhamba Road, New Delhi 110001.
5.	Corporate address	38/6, NH-8, Delhi-Jaipur Road, Gurugram 122001, Haryana.
6.	E-mail	investorgrievance@jtekt.co.in
7.	Telephone	+91 (11) 2331 1924, 2332 7205
8.	Website	www.jtekt.co.in
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11.	Paid-up Capital	INR 25,42,80,483/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Saurabh Agrawal, Company Secretary Email: saurabh.agrawal@jtekt.co.in Contact Number: (+91) 0124-4685000
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements taken together)	Disclosures made in this report are on a standalone basis.
14.	Name of assurance Provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

### II. Products/services

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacturing and assembling of automotive components	99.18%

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

S.No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Automotive components	29301	99.18%

### III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	7*	2	9
International	0	0	0

\*Note: The NCLT, in its order dated 12 December 2023, approved the merger of JTEKT Fuji Kiko Automotive India Limited (JFIN) with JTEKT India Limited (JIN). This Scheme was filed with the Registrar of Companies, NCT of Delhi & Haryana on 1 January 2024, marking it as the Effective Date. As per the terms of the Scheme, JFIN was merged with the Company with retrospective effect from the appointed date, i.e. 1 April 2022. Consequently, the financial data for the fiscal year 2022-23 of JTEKT India Limited has been revised to incorporate JFIN's data.

**19. Markets served by the entity****a. Number of locations**

Locations	Number
National (No. of States)	11
International (No. of Countries)	2

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

3.86%

**c. A brief on types of customers**

Revenues of the Company are largely on a Business-to-Business basis to OEM customers as a tier 1 supplier. The Company manufactures innovative products such as steering systems, driveline components etc. that satisfies the customers all over the world. Company is supplying automotive products to OEM's like Maruti Suzuki, TATA Motors, Honda, Toyota Kirloskar, Renault Nissan, Mahindra & Mahindra, Stellantis, E-Z-Go Textron, USA, Trenton Pressing LLC, USA, for commercial vehicles, passenger vehicles & now the Company is also planning for supplying automotive components to OEM's which are producing electrical vehicles in India.

**IV. Employees****20. Details as at the end of Financial Year****a. Employees and workers (including differently abled)**

Sl.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1018	978	96.07%	40	3.93%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
<b>3.</b>	<b>Total employees (D + E)</b>	<b>1018</b>	<b>978</b>	<b>96.07%</b>	<b>40</b>	<b>3.93%</b>
<b>WORKERS</b>						
4.	Permanent (F)	574	559	97.39%	15	2.61%
5.	Other than Permanent (G)	1672	1637	97.91%	35	2.09%
<b>6.</b>	<b>Total workers (F + G)</b>	<b>2246</b>	<b>2196</b>	<b>97.77%</b>	<b>50</b>	<b>2.23%</b>

**b. Differently abled employees and workers.**

During the Financial Year 2023-24, the Company did not have any differently abled employees/workers.

**21. Participation/Inclusion/Representation of women**

	Total	No. and percentage of females	
	(A)	No.(B)	% (B/A)
Board of Directors	10	1	10.00%
Key Management Personnel	3	0	0.00%

**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	10.13%	0.50%	10.63%	14.33%	1.19%	15.52%	11.36%	0.67%	12.03%
Permanent Workers	22.60%	0.34%	22.94%	39.40%	0.88%	40.28%	30.54%	0.71%	31.25%

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****23. (a) Names of holding / subsidiary / associate companies / joint ventures**

Sl.No	Name of the Holding / Subsidiary / Associate Companies / Joint Ventures (A)	Indicate whether Holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	JTEKT Corporation, Japan	Holding Company	-	No

**VI. CSR Details**

24. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes/No) - Yes  
 (ii) Turnover (in INR) : INR 22,45,48,61,835.88  
 (iii) Net worth (in INR) : INR 8,21,68,13,365.46

**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 <a href="http://jtekt.co.in/Contact-Us.aspx">http://jtekt.co.in/Contact-Us.aspx</a>	-	-	-	-	-	-
Investors (other than shareholders)	Not Applicable	We have no investor other than shareholders					
Shareholders	Yes <a href="https://www.jtekt.co.in/investors/Grievance-Redressal.html">https://www.jtekt.co.in/investors/Grievance-Redressal.html</a>	13	-	-	11	-	-
Employees and workers	Yes <a href="http://www.jtekt.co.in/investors/WhistleBlowerPolicy.html">http://www.jtekt.co.in/investors/WhistleBlowerPolicy.html</a>	-	-	-	-	-	-
Customers		3	-	-	10	-	-
Value Chain Partners		-	-	-	-	-	-
Other (please specify)		-	-	-	-	-	-

**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:

SI.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 Management	Risk and Opportunity	<ul style="list-style-type: none"> <li>The majority of the energy needed by the company is purchased from the grid. The grid's power input mix is beyond of our control. As a result, we have made the decision to implement the approach's suggested actions to enhance our energy mix and efficiency.</li> </ul>	<ul style="list-style-type: none"> <li>Company is currently engaged in discussions with agencies offering renewable energy sources such as solar power.</li> <li>Company is also constantly working on improving the energy intensity per rupee of revenue.</li> </ul>	<p><b>Positive Impact:</b></p> <ul style="list-style-type: none"> <li>In having future partnership with renewable energy agencies, we're planning to cut down greenhouse gas emissions and boosting operational stability by reducing reliance on fluctuating fossil fuel costs.</li> </ul>

Sl.No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Employee Health & Safety at Workplace	Risk and Opportunity	<p><b>Risk :</b></p> <ul style="list-style-type: none"> <li>Non-compliance with safety measures by employees</li> <li>Non-awareness of hazardous nature of chemicals</li> </ul> <p><b>Opportunity :</b></p> <ul style="list-style-type: none"> <li>To make our global SHE Policy in line with best practice of health and safety across the world</li> </ul>	<ul style="list-style-type: none"> <li>Strict adherence to Good Safety mind of employees</li> <li>Focus on reducing the generation of effluent and arresting at the source</li> <li>Medical check-up, vaccination drive as per Govt. Regulations</li> <li>Use of digital technology</li> </ul>	<p><b>Positive Impact:</b></p> <ul style="list-style-type: none"> <li>Avoid losses of direct &amp; indirect costs involved in running of operations</li> <li>Improve employee morale leading to decrease in attrition rate and absenteeism</li> </ul>
3.	Waste	Risk and Opportunity	<p><b>Risk :</b></p> <ul style="list-style-type: none"> <li>Non compliance to Disposal Requirements</li> <li>Disposal Cost may increase</li> </ul> <p><b>Opportunity :</b></p> <ul style="list-style-type: none"> <li>Reduce-Recycle-Reuse</li> </ul>	<ul style="list-style-type: none"> <li>Disposal of hazardous waste is monitored within permissible limits across the organization</li> </ul>	<p><b>Positive Impact:</b></p> <ul style="list-style-type: none"> <li>Avoid losses of direct &amp; indirect costs involved in running of operations</li> </ul> <p><b>Negative Impact:</b></p> <ul style="list-style-type: none"> <li>Legal action / penalization from govt. bodies</li> </ul>
4.	Water	Opportunity	<ul style="list-style-type: none"> <li>Reduction in consumption in our processes</li> </ul>	<ul style="list-style-type: none"> <li>Actively reducing reliance and implementing rain water harvesting across all the units</li> <li>Effluent Treatment Plant (ETP)/Sewage Treatment Plant (STP) is set up across all plants for treatment and reuse of water</li> </ul>	<p><b>Positive Impact :</b></p> <ul style="list-style-type: none"> <li>minor impact</li> </ul>
5.	High Attrition Rate	Risk and opportunity	<p><b>Risk:</b></p> <ul style="list-style-type: none"> <li>Standard of work may suffer due to exit of experienced employee</li> <li>High turnover disrupts workflow and decrease overall productivity</li> <li>Challenging to complete task within allotted timeframe</li> </ul> <p><b>Opportunity:</b></p> <ul style="list-style-type: none"> <li>Greater innovation facilitated by the involvement of younger generations. Recruiting young individuals to inject fresh, innovative ideas into the organization</li> </ul>	<ul style="list-style-type: none"> <li>Robust Succession Planning for all critical roles</li> <li>Proper Arrangement for providing Induction at time of joining in order to ensure the quality of work</li> </ul>	<p><b>Negative Impact:</b></p> <ul style="list-style-type: none"> <li>High Cost associated with recruiting, hiring, and training new employees</li> </ul> <p><b>Positive Impact:</b></p> <ul style="list-style-type: none"> <li>Hiring of young talents with new ideas create a vibrant culture. The new talent will help find ideas to save cost and improve efficiency</li> </ul>

**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.

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine Principles referred as P1-P9 as given below:

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

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

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

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

P5 - Businesses should respect and promote human rights

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

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

P8 - Businesses should promote inclusive growth and equitable development

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
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	<a href="http://www.jtekt.co.in/Policies.aspx">http://www.jtekt.co.in/Policies.aspx</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, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 14001:2015 (Environment Management System Certification)  ISO 45001:2018 (Occupational Health and Safety certification)  IATF 16949:2016 (QMS Certification for Automotive Parts)								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has set an ambitious goal of becoming carbon neutral by 2050, by investing in high quality offset projects and deployment of innovative technologies across the organisation								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company periodically reviews performance against its internal targets and implements corrective actions wherever required								
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) –	ESG is simply not being compliant with the statutory norms, but it also require concerted effort to move higher periodically in bettering the ESG Score.  We will continue to invest in sustainable technologies, engage with stakeholders to address concerns and actively contribute to the communities in which we operate. Our commitment to ESG principles is not just a responsibility but also an opportunity to create long-term value for our stakeholders and contribute to a more sustainable future.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Company has successfully met or exceeded most of its environmental targets, demonstrating its commitment to sustainability. Sometimes, we face challenges due to unforeseen external factors such as regulatory changes, supply chain disruptions, or technological limitation. However we are consistently involved in identifying areas for improvement and implement corrective measures. Our dedication to environmental stewardship remains unwavering and we are actively working towards achieving our targets in a sustainable manner.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Hitoshi Mogi, Chairman & Managing Director DIN: 08741355								
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.	Mr. Hitoshi Mogi, Chairman & Managing Director drives the sustainability / ESG agenda in the Company, pushing for strong action and has the ultimate responsibility to approve Company's ESG strategy and goals. He reports to the Board and updates them.								

### 10. Details of Review of NGRBCs by the Company

Subject for review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually / Half Yearly / Quarterly / Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	As a practice, BR policies of the Company are reviewed periodically or on a need basis by department heads, Division heads and Top Management. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedures are implemented.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliance with the extant regulations as applicable.																	
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.	The processes and compliances are subject to scrutiny by internal auditors and regulatory agencies, as applicable. The Policies on Quality, Safety, Health and Environment are subject to internal and external audits as part of the ISO Systems certification process and ongoing periodic assessments. Other policies are periodically evaluated and updated by various department heads, Division heads and approved by the management or Board.  Name of external audit agency is "TUV India Pvt Ltd." for Quality, Safety, Health and Environment.																	

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable since the policies of the Company cover all Principles on NGRBCs.								
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**

The Company believes in its own set of principles named JTEKT basic principles, which is the base of work of JTEKT group. Its principles focus on:

1. For the Earth Society and Customers
2. Participation and Ownership
3. Continuous Improvement (Kaizen)
4. Communication
5. Passion

To complement its principles Company has a suite of policies related to ethics, transparency and accountability. The Company has a Code of Conduct (Code) which defines the professional and ethical standards that employees and Directors need to adhere to in compliance with all applicable statutory laws, regulations and internal policies. The Company regularly conducts awareness campaigns through face-to-face/online workshops and various training sessions to familiarize employees/directors with the various policies to ensure adherence to the highest standards of ethical behaviour. Apart from this, Company also organizes the training sessions for new employees / workmen and provide online certifications for the training taken from online mode.

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	11	Familiarization / awareness program for the Board of Directors/KMPs of the Company is done periodically. The topics cover Familiarization/awareness program for the Board of Directors/KMPs of the Company is done periodically.	100%
Key Managerial Personnel	11	The topics cover business, regulations, code of business conduct and ethics and economy. In addition, frequent updates are shared with all the Board members/KMPs apprising them on developments in the Company, key regulatory changes, risks, compliances and legal cases.	100%
Employees other than BOD and KMPs	87	Trainings conducted on: JTEKT Way, PO-KE-TE-NA-SHI, HORENSO, POSH, Whistle Blower, Confidential Control Policy, Anti-Trust, Anti Bribery etc.	85%
Workers	81		67%

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

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



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

**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
N.A.	N.A.

**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, Company has an anti corruption and anti bribery policy. The main purpose is to ensure fair competition and compliance within business transactions by preventing Company' employees from taking part in any activity related to Corruption and Bribery for the purpose of acquiring wrongful gain in the business.

This Policy is based on the minimal common standards for anti-corruption and anti bribery underlying the Company's Internal Regulations for Anti-Corruption and customized to reflect the Laws in India.

The company takes a zero-tolerance approach to any Corruption and Bribery, and is committed to acting professionally, fairly and with integrity in all its business dealings and relationships, wherever we operate, and towards implementing and enforcing effective systems to counter Corruption and Bribery. The policy is available on company's website at: [www.jtekt.co.in/policies.aspx](http://www.jtekt.co.in/policies.aspx).

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

	FY 2023-24	FY 2022-23
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

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

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

Not Applicable

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	61 days	54 days

**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	1.28%	0.96%
	b. Number of trading houses where purchases are made from	98	71
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	87.29%	84.98%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	-	-
	b. Number of dealers/distributors to whom sales are made	-	-
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	*15.18%	11.98%
	a. Sales (Sales to related parties/ Total Sales)	**62.80%	69.33%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	-	-
	d. Investments (Investments in related parties/ Total Investments made)	-	-

\* Purchases with related parties mentioned above does not include purchase of capital goods from affiliated entities. Correspondingly Total Purchases does not include purchase of capital goods.

\*\* Sales to related parties mentioned above does not include sale of capital goods to affiliated entities. Correspondingly, Total Sales does not include sales of capital goods.

**LEADERSHIP INDICATORS**

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

Company at time of vendor empanelment ensures that our vendors understand our Code of Conduct and Business Ethics as part of our terms of contract with them.

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	Business Principles, Environment Principles, Human Rights and Workplace Practices	43%

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

Yes, the entity has processes in place to avoid/manage conflict of interests involving members of the Board.

- (a) Company has policy of Code of Conduct of Directors, which clearly states that every director representing the Company shall endeavor to avoid conflict of interest and is expected to act in the best interests of Company. The Directors, on an annual basis, provide an affirmation that they have complied with the framework for the financial year and that there were no instances of Conflict of Interest during the year.
- (b) Every Director of the Company is required to disclose his interest in any concern or in any transaction directly affecting the Company at the beginning of every year. The details of the aforesaid transactions are also entered into a register prescribed for the purpose under

the Companies Act, 2013 and placed before the Board for noting. The Rules of the Board stipulate that Directors with an interest in a resolution of the Board shall not participate in such resolution. It is expected to deal fairly with all stakeholders and report all violations to the Chairman of the Board and Company Secretary.

- (c) The Company has established a tradition of best practices in managing conflict of interest through adoption of a strong corporate governance framework. The governance framework adopted by the Company includes independent Board, the separation of the Board's supervisory role from the exclusive management and the constitution of Committees of the Board, generally comprising of Independent Directors to oversee critical areas.

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

**ESSENTIAL INDICATORS**

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R & D	-	-	-
Capex	5.37%	9.55%	<p>Company has recently made significant capital expenditure investments to enhance various aspects of our operations. These investments include:</p> <ul style="list-style-type: none"> <li>• Installation of FDV (Fresh Air Handling Unit) systems with substantial capacities.</li> <li>• Implementation of Variable Refrigerant Volume (VRV) air conditioning systems in our newly established offices.</li> <li>• Deployment of energy-efficient LED tube lights across our facilities.</li> <li>• Installation of Variable Frequency Drives (VFDs) on hydraulic press machines to improve efficiency and productivity.</li> </ul> <p>These strategic investments reflect our ongoing commitment to innovation, sustainability, and operational excellence, driving us towards our goals of growth and success.</p>

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

Yes, Company practices responsible sourcing with respect to environment, safety, human rights and ethics, apart from economic considerations. It has a code of conduct for its supplier which specifies that they have to follow best possible business practices taking into consideration social, ethical and environmental factor. It has a Green Procurement Guideline with a dedicated Environment Declaration. The Company's supplier selection, assessment and evaluation process includes elements of sustainability. This includes initial supplier survey, continuous risk assessments and periodic audits.

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

Approximately 90% of inputs were sourced sustainably.

- 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.**

Not Applicable, the Company directly supplies products to OEM customers as a B2B tier 1 supplier and its products are integrated into automobile being produced by its customers, which cannot be reclaimed separately at the end of the life.

- 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, the Company has obtained EPR registration for all Delhi NCR plants and complies with all relevant statutory laws. For Tamil Nadu, the EPR registration is in process. Regarding ISO 14001:2015, we adhere to all applicable statutory and regulatory compliances. Additionally, the Company maintains Operational Control Procedures (OCPs) for all types of waste handling.

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?

Yes, the entity has conducted Life Cycle Perspective/Assessment for its products

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
29301	Automotive components	99.18%	Cradle to gate	No	No

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

Company's products don't present any significant social or environmental risks.

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Aluminium used at Aluminium die casting plant (DHR-3)	1.06%	1.08%

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
Plastic (including packaging)	Not Applicable, Company directly supplies products to OEM customers as a B2B tier 1 supplier and its products are integrated into automobile being produced by its customers which cannot be reclaimed separately at the end of the life.					
E-waste						
Hazardous waste						
Other waste						

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

Indicate Product Category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Not Applicable, Company directly supplies products to OEM customers as a B2B tier 1 supplier and its products are integrated into automobile being produced by its customers which cannot be reclaimed separately at the end of the life

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.

The Company is giving maternity benefit to its eligible female employees / workers in accordance to the Maternity Benefit Act 1961. In addition to this, Company is also paying onetime reimbursement towards medical expenses on maternity to its permanent employees / workmen (Maximum upto the birth of 2 children) amounting to INR 25,000/- in case of normal Delivery or INR 50,000 in case of C-Section.

Category	% of employees covered by										
	Total	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
	(A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	978	978	100%	978	100%	N.A.	N.A.	978	100%	978	100%
Female	40	40	100%	40	100%	40	100%	N.A.	N.A.	40	100%
<b>Total</b>	<b>1018</b>	<b>1018</b>	<b>100%</b>	<b>1018</b>	<b>100%</b>	<b>40</b>	<b>100%</b>	<b>978</b>	<b>100%</b>	<b>1018</b>	<b>100%</b>
<b>Other than Permanent Employees</b>											
Male	0	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	0	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
<b>Total</b>	<b>0</b>	<b>N.A.</b>	<b>N.A.</b>	<b>N.A.</b>	<b>N.A.</b>	<b>N.A.</b>	<b>N.A.</b>	<b>N.A.</b>	<b>N.A.</b>	<b>N.A.</b>	<b>N.A.</b>

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

Category	% of workers covered by										
	Total	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
	(A)	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	559	559	100%	559	100%	N.A.	N.A.	559	100%	559	100%
Female	15	15	100%	15	100%	15	100%	N.A.	N.A.	15	100%
<b>Total</b>	<b>574</b>	<b>574</b>	<b>100%</b>	<b>574</b>	<b>100%</b>	<b>15</b>	<b>100%</b>	<b>559</b>	<b>100%</b>	<b>574</b>	<b>100%</b>
<b>Other than Permanent workers</b>											
Male	1637	1637	100%	1637	100%	N.A.	N.A.	1637	100%	1637	100%
Female	35	35	100%	35	100%	35	100%	N.A.	N.A.	35	100%
<b>Total</b>	<b>1672</b>	<b>1672</b>	<b>100%</b>	<b>1672</b>	<b>100%</b>	<b>35</b>	<b>100%</b>	<b>1637</b>	<b>100%</b>	<b>1672</b>	<b>100%</b>

- Company has child birth policy for all its permanent employees & workers wherein, Company gives the monetary benefits on the birth of first two children.

**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	0.83%	0.80%

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

Particulars	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI*	N.A.	100%	Y	N.A.	100%	Y
Others – Please specify - NPS	13.8%	N.A.	Y	18.2%	N.A.	Y

\*Provided to all the eligible workers.

**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.**

Not Applicable. However, most of the offices / workplaces are well equipped for accessibility to differently abled persons at selected areas.

**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.**

The Company believes in equal opportunity for all its employees, wherein the Company is committed to provide an inclusive work culture and an environment, free from any discrimination. The Company has in place “**Human Right Policy**” available at <https://www.jtekt.co.in/Policies.aspx>. The said policy provides as under: “JTEKT India is committed to a policy of equal employment opportunity and prohibits discrimination or harassment against an employee or applicant based on gender, race, colour, religion, sexual orientation, age, **disability**, national origin, or any other protected status by applicable laws and regulations. It ensures facilities for the well-being of its employees **including those with special needs** and continuous skill and competence upgrading of all employees by providing access to necessary learning opportunities, on an equal and non-discriminatory basis. Equal treatment of all employees is one of Company’s fundamental principles.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</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	Yes, there are various mechanisms in the Company to register the grievances and redress the same.
Other than Permanent Workers	We have a practice of an open-door policy for employees and senior management whereby all employees, irrespective of their role or grade in the organization, have access to senior management.
Permanent Employees	We have an embedded Whistle-Blower Policy as a formal platform for the confidential sharing and consequent investigation of grievances. Further, the Company has a policy on prevention, prohibition, and redressal of sexual harassment at the workplace. The Company also educate its employees on the prevention of sexual harassment at the workplace through awareness programmes. Company marks the month of December as a dedicated month to conduct various awareness sessions for prevention of harassment for all its employees with the help of external agencies including renowned lawyers close to this subject.
Other than Permanent Employees	The employees can raise their concern related to: (a) Whistle Blower (i) To the Whistle Blower Committee or Chairperson of Audit Committee of Directors of the Company either by phone; written letter; in face to face meeting; email. (ii) Through External Hotline Report Desk. (b) POSH (i) Through a formal letter to any member of Internal Complaints Committee (ICC) formed under the POSH (Prevention, Prohibition and Redressal) Act, 2013, for grievances pertaining to sexual harassment.
	Contact Details including email address and phone number of committee members is displayed at all prominent places in our offices and also available on the website of the Company i.e. <a href="http://www.jtekt.co.in">www.jtekt.co.in</a> .

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1018	0	0.00%	963	0	0.00%
- Male	978	0	0.00%	927	0	0.00%
- Female	40	0	0.00%	36	0	0.00%
Total Permanent Workers	574	129	22.47%	637	143	22.45%
- Male	559	129	23.08%	621	143	23.03%
- Female	15	0	0.00%	16	0	0.00%

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

Category	FY 2023-24					FY 2022-23				
	Total	On Health and Safety measures		On Skill upgradation		Total	On Health and Safety measures		On Skill upgradation	
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	(D)	No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	978	664	67.89%	951	97.24%	927	652	70.33%	798	86.08%
Female	40	28	70.00%	33	82.50%	36	27	75.00%	29	80.56%
<b>Total</b>	<b>1018</b>	<b>692</b>	<b>67.98%</b>	<b>984</b>	<b>96.66%</b>	<b>963</b>	<b>679</b>	<b>70.51%</b>	<b>827</b>	<b>85.88%</b>
<b>Workers</b>										
Male	2196	1386	63.11%	1237	56.33%	2144	1625	75.79%	1920	89.55%
Female	50	39	78.00%	27	54.00%	43	38	88.37%	32	74.42%
<b>Total</b>	<b>2246</b>	<b>1425</b>	<b>63.45%</b>	<b>1264</b>	<b>56.28%</b>	<b>2187</b>	<b>1663</b>	<b>76.04%</b>	<b>1952</b>	<b>89.25%</b>

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	978	813	83.13%	927	822	88.67%
Female	40	32	80.00%	36	35	97.22%
<b>Total</b>	<b>1018</b>	<b>845</b>	<b>83.00%</b>	<b>963</b>	<b>857</b>	<b>88.99%</b>
<b>Workers</b>						
Male	559	204	36.49%	621	214	34.46%
Female	15	3	20.00%	16	4	25.00%
<b>Total</b>	<b>574</b>	<b>207</b>	<b>36.06%</b>	<b>637</b>	<b>218</b>	<b>34.22%</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, according to ISO 45001:2018, all Plants of the Company have Occupational Health and Safety Management Systems certification. In accordance with all relevant Health and Safety laws, the Company has established safety standards that are stricter than the required legal requirements. On health and safety, a number of Key Performance Indicators (KPIs) are defined with the goal of reducing incidents related to health and safety. These KPIs are monitored and tracked on a monthly basis by the management.

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

In order to identify work-related hazards and assess risks on a routine and non-routine basis, the company typically follow a systematic process.

The following steps are commonly used:

- **Hazard Identification:** The first step is to identify potential hazards in the workplace. This is done through regular inspections, reviews of incident reports and discussions with employees.
- **Risk Assessment:** Once hazards have been identified, the next step is to assess the level of risk associated with each hazard. This involves evaluating the likelihood and severity of harm that could result from exposure to the hazard.
- **Risk Control:** Based on the results of the risk assessment, appropriate control measures are implemented to eliminate or minimize the risk. This may involve engineering controls, administrative controls, or personal protective equipment.
- **Monitoring and Review:** Finally, it is important to monitor and review the effectiveness of the control measures that have been implemented. This ensures that they are working as intended and that any necessary adjustments can be made.

Routine hazard identification and risk assessment is conducted on a regular basis, such as annually or quarterly, depending on the level of risk associated with the workplace. Non-routine hazard identification and risk assessment is conducted whenever there is a change in the workplace or work processes that could result in new hazards.

In summary, we use a systematic process to identify work-related hazards and assess risks on a routine and non-routine basis. This involves hazard identification, risk assessment, risk control, and monitoring and review.

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

Yes, The company has the appropriate mechanisms in place to guarantee that the employees' safety is not jeopardized and they are encouraged to talk about any hazards and health concerns related to their employment.

Safety committees with equal employee and worker representation are present at every site of the Company. Workplace hazards are found through a joint audit of the section safety committees, and countermeasures are designed to eradicate them.

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

Yes, the employees/workers are covered under the Company's health insurance and personal accidental policy.

**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	0.27	0
Total recordable work-related injuries	Employees	0	0
	Workers	1	0
No. of Fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

\*Including in the contract workforce

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

Company has implemented a management policy on safety and health, environment, and quality, demonstrating its commitment to protect all of its interested parties from any harm or health danger. To prevent any accidents or injuries at work, the organization has implemented safety precautions. To prevent unforeseen situations and boost labour efficiency, LOTO (Lockout Tagout) procedures have been strengthened for all maintenance staff when working on certain machinery.

Furthermore, we invest significantly in extensive training and educational programs for our employees, covering a spectrum of topics from workplace safety practices to emergency protocols and the correct utilization of personal protective equipment (PPE). This empowerment equips our workforce with the acumen to identify and mitigate risks effectively, fostering a safer work environment.

Additionally, we foster a culture of safety and accountability across all levels of our organization. Encouraging open dialogue and collaboration, we actively solicit input from our employees to report hazards, near misses, and safety concerns, responding promptly to rectify any identified issues.

Continuously, we assess our safety performance through meticulous monitoring of key performance indicators (KPIs) and metrics, enabling us to pinpoint areas for enhancement and implement corrective measures as needed.

In essence, our dedication to ensuring a safe and healthy workplace remains steadfast, as we persistently strive to cultivate a culture of safety excellence where every employee feels valued, supported, and empowered to champion safety as their top priority.

**13. 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 the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0



**14. Assessments for the year.**

	<b>% of your Plants and Offices that were assessed (by entities or statutory authorities or third parties)</b>
Health and Safety Practices	100%
Working Conditions	100%

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

Following a recent machine accident at one of our plants, we have taken several countermeasures to enhance safety. We conducted an emergency meeting and launched special safety activities, revised rework prohibition guidelines, and implemented refresher training and regular safety patrols. We improved rejected parts handling, created new educational materials, and established safety requirements for new machines.

**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).**

(A) Employees -- Yes

(B) Workers -- Yes

All employees and workers working in the company are covered with Group Life Term Insurance Policy, which provides the financial coverage to 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.**

The Company ensures that statutory dues as applicable to the transactions within its limit are deducted and deposited in accordance with extant regulations. This activity is also reviewed as part of the internal and statutory audit. The Company expects its value chain partners to uphold business responsibility principles and values of transparency and accountability.

**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:**

Category	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	Not Applicable	Not Applicable
Workers	0	0	Not Applicable	Not Applicable

**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)**

Company provides various levels of transitionary support for continued employability and general transition out of employment. Post retirement, company has a 'Retired Employee Deployment Policy' to rehire them as 'Advisors'. Skill development and on job training have always been a part of the Company's HR policy. Ample opportunities and exposures are given during the course of employment for all employees to upskill themselves through domain, skills and leadership trainings. The Company ensured there was no job loss on account of pandemic amongst our workforce.

**5. Details on assessment of value chain partners.**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Health and Safety Practices	24%
Working Conditions	24%

**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.**

Company constantly evaluate its suppliers to make sure they maintain appropriate working conditions as well as health and safety standards.

**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.**

Key Stakeholders are identified on the basis of the material influence they have on the Company or on how they are materially influenced by the Company's corporate decisions and the consequences of those decisions.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly / Quarterly / others – please specify)	Purpose and scope of engagement including key Topics and concerns raised During such engagement
Employees	No	Written & Verbal Communication (training, issuing guidelines, meetings, email, notice board, website, internal HR software, newsletter, intranet portal, learning modules)	Regular; Need basis	Safety, enhancing efficiency and productivity, professional growth of employees, feedback, training and awareness through regular programs, increasing awareness of all aspects of the business, codes, values etc.
Customers	No	Written and Verbal Communication (meetings, events, technology show, online portals, Email, website, newsletter)	As and when required	Promote and grow business, sharing details about the product, services and new initiatives (if any). Understanding their expectations about products and services and ways to improve, fulfil transactions involved for doing business. Brand Satisfaction Survey, current and future business management, sustainable improvements, offers, etc.
Local communities	No	Written and Verbal Communication, on site community meetings, CSR report, local community engagements	As and when opportunity is identified	Promote education, rural development and healthcare CSR interventions.
Vendors/ Suppliers/ Contractors	No	Written and Verbal Communication (Meetings, events, website, email, vendor meet, Contracts, SOPs, guidelines, training, supplier portal, survey).	As and when required	Communicating mutual expectations and obligations clearly. Ensuring compliance of laws by vendors / suppliers / contractors.
Investors/ Funders/ Shareholders	No	Quarterly Results publication to Stock Exchange, Annual Report, Investor and Analyst presentations, Quarterly Financial Follow up reports, Annual Credit Monitoring Arrangement reports and Annual Covenant compliance to Financiers.	Quarterly, Need basis	Financial performance and business updates, Informing investor community about company's value creation model and business strategy for the long term. Helping investors' voice their concerns regarding company's policies, reporting, strategy, etc. Understanding shareholders' expectations.
Legal/ Auditors/ Consultants/ other third party	No	Written and Verbal Communication	As and when required	Compliance to legal requirements, advice on statutory laws related issues.
Regulatory bodies/ Government/ Industry Associations	No	Written and Verbal Communication	As and when required	Compliance related like filing of periodic returns, reports, payment of taxes, etc.
Management/ Board	No	Written Communication (reports, data submission, policies)	Board Meetings with defined frequency. Regular Periodic Review Meetings.	To meet the highest standards of governance. Guidance on smooth operations, improving efficiency and productivity.

## 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.

Consultation with the respective stakeholder groups is done, as and when required, by the relevant business and functional heads. Feedback from such consultations, if any, is shared with the Board from time to time.

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 has always maintained a regular and proactive engagement with the Company's key stakeholders, allowing it to effectively work on its ESG strategies and be transparent about the outcomes. In response to current regulations and interactions with stakeholders, the Company performs periodic evaluations to update and re-issue policies as needed.

Company has a scheme whereby employees are motivated to share the suggestions on monthly basis. In addition to this, Company roll out employee satisfaction survey every year wherein all the social and environmental parameters are covered. Their submissions are evaluated by the company to identify material issues, as a result, Company improves and revises the policies and activities to better address the key issues.

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

Community: Although none of the stakeholder group is identified as vulnerable/marginalized, the Company engages with some stakeholder groups to understand their needs and provide the support to the extent possible e.g. the Company implement several CSR programs in the areas of education, rural development and healthcare.

## 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			FY 2022-23		
	Total (A)	No. of Employees / Workers covered (B)	% (B / A)	Total (C)	No. of Employees / Workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1018	778	76.42%	963	817	84.84%
Other than Permanent	-	N.A.	N.A.	-	N.A.	N.A.
<b>Total Employees</b>	<b>1018</b>	<b>778</b>	<b>76.42%</b>	<b>963</b>	<b>817</b>	<b>84.84%</b>
<b>Workers</b>						
Permanent	574	291	50.70%	637	483	75.82%
Other than Permanent	1672	948	56.70%	1550	823	53.10%
<b>Total</b>	<b>2246</b>	<b>1239</b>	<b>55.16%</b>	<b>2187</b>	<b>1306</b>	<b>59.72%</b>

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	<b>1018</b>	<b>N.A.</b>	<b>N.A.</b>	<b>1018</b>	<b>100%</b>	<b>963</b>	<b>N.A.</b>	<b>N.A.</b>	<b>963</b>	<b>100%</b>
Male	978	N.A.	N.A.	978	100%	927	N.A.	N.A.	927	100%
Female	40	N.A.	N.A.	40	100%	36	N.A.	N.A.	36	100%
<b>Other than Permanent</b>	<b>0</b>	<b>N.A.</b>	<b>N.A.</b>	<b>N.A.</b>	<b>N.A.</b>	<b>0</b>	<b>N.A.</b>	<b>N.A.</b>	<b>N.A.</b>	<b>N.A.</b>
Male	0	N.A.	N.A.	N.A.	N.A.	0	N.A.	N.A.	N.A.	N.A.
Female	0	N.A.	N.A.	N.A.	N.A.	0	N.A.	N.A.	N.A.	N.A.

Category	FY 2023-24					FY 2022-23				
	Total	Equal to Minimum Wage		More than Minimum Wage		Total	Equal to Minimum Wage		More than Minimum Wage	
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	(D)	No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Workers</b>										
<b>Permanent</b>	<b>574</b>	<b>N.A.</b>	<b>N.A.</b>	<b>574</b>	<b>100%</b>	<b>637</b>	<b>N.A.</b>	<b>N.A.</b>	<b>637</b>	<b>100%</b>
Male	559	N.A.	N.A.	559	100%	621	N.A.	N.A.	621	100%
Female	15	N.A.	N.A.	15	100%	16	N.A.	N.A.	16	100%
<b>Other than Permanent</b>	<b>1672</b>	<b>589</b>	<b>35.23%</b>	<b>1083</b>	<b>64.77%</b>	<b>1550</b>	<b>515</b>	<b>33.23%</b>	<b>1035</b>	<b>66.77%</b>
Male	1637	589	35.98%	1048	64.02%	1523	515	33.81%	1008	66.19%
Female	35	0	0.00%	35	100%	27	0	0.00%	27	100%

**3. Details of remuneration/salary/wages**

**(a) Median remuneration/wages:**

Category	Male		Female	
	Number	Median remuneration / salary / wages of respective category (Amount/INR)	Number	Median remuneration / salary / wages of respective category (Amount/INR)
Board of Directors (BOD)	9	2,551,923	1	2,791,667
Key Managerial Personnel	3	8,995,070	0	-
Employees other than BOD and KMP	974	646,626	40	530,280
Workers	559	315,732	15	226,476

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

Safety Incident / Number	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Gross wages paid to females as % of total wages	2.66%	3.01%

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

Yes, the company have the focal point responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

The Company has framed a committee for addressing and administration of grievances related to human rights or harassment. The committee comprises off Senior Management, whereby grievance(s) / complaint(s) can be raised directly to chairperson/any member of the committee through phone; written letter; in face to face meeting; by mail or can be registered confidentially through external hotline link / reporting desk. Management has exhibited these links at all prominent places and available on the website of the Company i.e. www.jtekt.co.in. For grievances pertaining to sexual harassment, the Internal Complaints Committee (ICC) is constituted in line with the provisions of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 to investigate the case.

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

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

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

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

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

The Company provides protection against discrimination to employees who makes disclosure or raises a concern under the whistle blower policy where the employee discloses his/her identity.

Para 10 of the Company's Whistle Blower Policy, which is available [www.jtekt.co.in](http://www.jtekt.co.in), strictly prohibits any attempt of retaliation by anyone against complainant or take any other measures against his or her interest. An employee acting in violation of this clause is subjected to disciplinary measures in accordance with the internal employee regulations.

Cases related to prevention of sexual harassment at work place are treated with utmost sensitivity and confidentially in line with the guidelines of the Sexual Harassment of Women at Work Place (prevention, prohibition and redressal) Act 2013.

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

Yes

**10. Assessments for the year (2023-24).**

	<b>% of your Plants and Offices that were assessed (by entity or statutory authorities or third parties)</b>
Child Labour	100% assessment was done by the entity in respect of all the parameters
Forced / Involuntary Labour	
Sexual harassment	
Discrimination at workplace	
Wages	
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 continually assesses its internal processes time to time and update as per new requirements. Any third party or statutory auditor has not reported any violations and no claims has been received from any authority in past many years.

**LEADERSHIP INDICATORS**

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

The Company has not received any grievance / complaints with respect to any human right violations during the year. However, the Company is committed to modify and adopt business process to redress the issues as per legal requirements and to meet the necessity of the situation. Company has also Introduced and deployed whistle blower policy, enabled external Hotline number to maintain complete confidentiality of the complainant.

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

The company regularly carry out complete necessary due diligence and for this purpose, a variety of approaches and processes are available to meet the necessary requirements. We have various working group committees to address issues related to health & Safety, Sexual Harassment, Grievance handling, Canteen, Welfare & union management committee.

**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?**

Most of the offices/workplace are well equipped for accessibility to differently abled persons at selected areas.

**4. Details on assessment of value chain partners**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual harassment	
Discrimination at workplace	
Child Labor	
Forced / Involuntary Labour	24%
Wages	
Others – please specify	

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

In all of our dealings, the Company expects its value chain partners to uphold the same values, beliefs, and business ethics as the Company. Declaration of adherence to the Supplier Code of Conduct on the above is obtained from the value chain partners on yearly basis, however no formal examination of value chain partners has been conducted.

**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)	17893 GJ	15388 GJ
Total fuel consumption (B)	0 GJ	0 GJ
Energy consumption through other sources (C)	0 GJ	0 GJ
Total energy consumed from renewable sources (A+B+C)	17893 GJ	15388 GJ
<b>From non-renewable sources</b>		
Total electricity consumption (D)	95551 GJ	88279 GJ
Total fuel consumption (E)	14508 GJ	23092 GJ
Energy consumption through other sources (F)	0 GJ	0 GJ
Total energy consumed from non-renewable sources (D+E+F)	110059 GJ	111371 GJ
<b>Total energy consumed (A+B+C+D+E+F)</b>	127952 GJ	126759 GJ
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	0.0000057 GJ/INR	0.0000062 GJ/INR
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)<sup>#</sup></b> (Total energy consumed/Revenue from operations adjusted for PPP)	0.00013	0.00014
<b>Energy intensity in terms of physical output</b>	0.0179 GJ/Nos	0.0200 GJ/Nos
Energy intensity (optional) – the relevant metric may be selected by the entity	--	--

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

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

<sup>#</sup> The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.

**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.**

No

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	0	0
(ii) Groundwater	83982	80270
(iii) Third party water	33527	43905
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	117509	124175
<b>Total volume of water consumption (in kilolitres)</b>	117509	124175
<b>Water intensity per rupee of turnover</b> (Total Water consumption / Revenue from Operations)	0.0000052	0.0000061
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*</b> (Total water consumption/Revenue from operations adjusted for PPP)	0.00012	0.00014
<b>Water intensity in terms of physical output</b>	0.0164 KL/Nos.	0.0196 KL/Nos.
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-

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

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

# The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.

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	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others (HSI IDC)		
- No treatment	7,716	6,075
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>7,716</b>	<b>6,075</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.

Note : Our Bawal plants are discharging untreated sewage water into the HSI IDC (Haryana State Industrial & Infrastructure Development Corporation) infrastructure in full compliance.

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

Company has established waste water treatment system in most of the locations where waste water is produced. The waste water is then transported to an Effluent Treatment Plant (ETP) or Sewage Treatment Plant (STP) for treatment and reuse. Water is used inside the company's office buildings that is repurposed for landscaping and toilet flushing. In order to achieve Zero Liquid Discharge (ZLD), the company additionally makes sure that no untreated water is released into the ground or into drains.

Two plants channel their wastewater to HSIDC for additional treatment via appropriate drainage systems.

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

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.

**Gurugram**

Parameter	Please specify unit	FY 2023-24 (Current Financial Year) Process Stack [Furnace]	FY 2022-23 (Previous Financial Year) Process Stack [Furnace + Thermopack]
NOx	mg/Nm <sup>3</sup>	29.75	31.9
Sox	mg/Nm <sup>3</sup>	<5	<5
Particulate matter (PM)	mg/Nm <sup>3</sup>	15.05	24.77
CO <sub>2</sub> (Carbon Dioxide)	%	not measured	8.2
Others – HC	mg/Nm <sup>3</sup>	-	-

Yes, independent assessment has been done by external agency named Environment Testing Lab, Dharuhera

Parameter	Please specify unit	FY 2023-24 (Current Financial Year) PNG Genset	FY 2022-23 (Previous Financial Year) Diesel Genset
NOx	gm/kWh	0.42	0.46
Sox	gm/kWh	0.015	0.021
Particulate matter (PM)	gm/kWh	0.03	0.09
CO (Carbon Monoxide)	gm/kWh	0.29	0.32
Others – HC	gm/kWh	not measured	0.17

Yes, independent assessment has been done by external agency named Environment Testing Lab, Dharuhera

Parameter	Please specify unit	FY 2023-24 (Current Financial Year) Diesel Genset	FY 2022-23 (Previous Financial Year) Diesel Genset
NOx	mg/Nm <sup>3</sup>	Since we are in the process of moving from Diesel Genset to PNG Genset, this Diesel genset was not operational during the relevant year, hence not measured	162
Sox	mg/Nm <sup>3</sup>		11.4
Particulate matter (PM)	mg/Nm <sup>3</sup>		63.80
CO (Carbon Monoxide)	mg/Nm <sup>3</sup>		69.30
Others – HC	mg/Nm <sup>3</sup>		26

Independent assessment has been done by external agency named Environment Testing Lab, Dharuhera for FY 2022-23.

**Dharuhera-1**

Parameter	Please specify unit	FY 2023-24 (Current Financial Year) PNG Genset	FY 2022-23 (Previous Financial Year) Diesel Genset
NOx	gm/kWh	0.02	1.04
Sox	mg/Nm <sup>3</sup>	--	20.40
Sox	gm/kWh	0.01	--
Particulate matter (PM)	gm/kWh	0.01	0.12
CO (Carbon Monoxide)	gm/kWh	0.00	0.49
Others – HC	gm/kWh	0.00	0.04

Yes, independent assessment has been done by external agency named Environment Pollution Analysis Lab, Bhiwadi, Alwar



**Dharuhera-2**

Parameter	Please specify unit	FY 2023-24 (Current Financial Year) Process Stack	FY 2022-23 (Previous Financial Year) Process Stack
NOx	mg/Nm <sup>3</sup>	14.5	<5
Sox	mg/Nm <sup>3</sup>	6.77	<3
Particulate matter (PM)	mg/Nm <sup>3</sup>	28.07	30.75
CO (Carbon Monoxide)	%	<0.01	<0.2
Others – HC		--	--

Yes, independent assessment has been done by external agency named Universal Analytical Lab, Dharuhera in FY 22-23 and by Environment Pollution Analysis Lab, Bhiwadi, Alwar in FY 2023-24

Parameter	Please specify unit	FY 2023-24 (Current Financial Year) PNG Genset	FY 2022-23 (Previous Financial Year) Diesel Genset
NOx	gm/kWh	0.027	--
NOx	mg/Nm <sup>3</sup>	--	0.52
Sox	gm/kWh	0.016	--
Sox	mg/Nm <sup>3</sup>	--	27.2
Particulate matter (PM)	mg/Nm <sup>3</sup>	0.010	--
Particulate matter (PM)	mg/Nm <sup>3</sup>	--	0.15
CO (Carbon Monoxide)	gm/kWh	0.004	0.33
Others – HC	gm/kWh	0.002	0.049

Yes, independent assessment has been done by external agency named Universal Analytical Lab, Dharuhera in FY 22-23 and by Environment Pollution Analysis Lab, Bhiwadi, Alwar in FY 2023-24

**Dharuhera-3**

Parameter	Please specify unit	FY 2023-24 (Current Financial Year) PNG Genset	FY 2022-23 (Previous Financial Year) PNG Genset
NOx	gm/kWh	0.275	0.07
Sox	mg/Nm <sup>3</sup>	0.024	not measured
Particulate matter (PM)	gm/kWh	0.016	0.054
CO (Carbon Monoxide)	gm/kWh	0.0035	0.06
Others – HC	gm/kWh	0.005	0.015

Yes, independent assessment has been done by external agency named Universal Analytical Lab, Dharuhera in FY 22-23 and by Environment Pollution Analysis Lab, Bhiwadi in FY 23-24

Parameter	Please specify unit	FY 2023-24 (Current Financial Year) Process Stack	FY 2022-23 (Previous Financial Year) Process Stack
NOx	mg/Nm <sup>3</sup>	21.8	<5
Sox	mg/Nm <sup>3</sup>	10.7	<2
Particulate matter (PM)	mg/Nm <sup>3</sup>	25.3	17.1
CO (Carbon Monoxide)	%	0.003	<0.2

Yes, independent assessment has been done by external agency named Universal Analytical Lab, Dharuhera in FY 22-23 and by Environment Pollution Analysis Lab, Bhiwadi in FY 23-24

**Chennai**

Parameter	Please specify unit	FY 2023-24 (Current Financial Year) Process Stack	FY 2022-23 (Previous Financial Year) Process Stack
NOx	mg/Nm <sup>3</sup>	45.00	22.00
Sox	mg/Nm <sup>3</sup>	<5	8.00
Particulate matter (PM)	mg/Nm <sup>3</sup>	23.00	16.00
CO (Carbon Monoxide)	%	<0.2	<0.2
Others – please specify	--	--	--

Yes, independent assessment has been done by external agency named Eco Services India Pvt. Limited, Guindy, Chennai

Parameter	Please specify unit	FY 2023-24 (Current Financial Year) Diesel Genset	FY 2022-23 (Previous Financial Year) Diesel Genset
NOx	mg/Nm <sup>3</sup>	136.00	135.74
Sox	mg/Nm <sup>3</sup>	5.95	6.36
Particulate matter (PM)	mg/Nm <sup>3</sup>	39.00	39.27
CO (Carbon Monoxide)	%	<0.2	<0.2
Others – please specify	--	--	--

Yes, independent assessment has been done by external agency named Eco Services India Pvt. Limited, Guindy, Chennai

**Bawal-1**

Parameter	Please specify unit	FY 2023-24 (Current Financial Year) PNG Genset	FY 2022-23 (Previous Financial Year) Diesel Genset
NOx	gm/kWh	0.12	0.87
Sox	mg/Nm <sup>3</sup>	6.80	27.13
Particulate matter (PM)	gm/kWh	0.04	0.18
CO (Carbon Monoxide)	gm/kWh	0.02	0.51
Others – HC	gm/kWh	0.006	0.03

Yes, independent assessment has been done by external agency named Environment Pollution Analysis Lab, Bhiwadi, Alwar

**Bawal-2**

Parameter	Please specify unit	FY 2023-24 (Current Financial Year) PNG Genset	FY 2022-23 (Previous Financial Year) Diesel Genset
NOx	gm/kWh	0.037	0.77
Sox	gm/kWh	not measured	not measured
Particulate matter (PM)	gm/kWh	0.018	0.085
CO (Carbon Monoxide)	gm/kWh	0.06	0.225
Others – HC	gm/kWh	0.01	0.62

Yes, independent assessment has been done by external agency named Universal Analytical Lab, Dharuhera

**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)
<b>Total Scope 1 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	1991	2358
<b>Total Scope 2 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	19004	17558
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	Metric tonnes of CO <sub>2</sub> equivalent	0.00000093	0.00000097
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)<sup>#</sup></b> (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operation adjusted for PPP)	-	0.000021	0.000022
<b>Total Scope 1 and Scope 2 emission intensity terms of physical output</b>		0.00293 Metric tonnes/Nos.	0.00314 Metric tonnes/Nos.
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity	-	-	-

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

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

<sup>#</sup> The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.

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

Company has undertaken several initiatives to reduce its greenhouse gas emissions. Some of the common approaches are:

- o Energy Efficiency Improvements: Implementing energy-efficient technologies such as LED lighting and energy-efficient manufacturing processes and conducted plantation drive in all the Company's Plants.
- o Renewable Energy: Reducing its dependence on fossil fuels by investing in renewable energy sources such as solar.
- o Sustainable Supply Chains: Working with suppliers to reduce their carbon footprint by using more sustainable materials, reducing waste, and improving transportation efficiency.

Please also refer Energy Saving data in Board Report.

**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)	118.31	116.71
E-waste (B)	19.39	17.19
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.00	0.00
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	214.31	209.40
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NA	NA
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>352.01</b>	<b>343.30</b>
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.00000016	0.00000017
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)# (Total waste generated/Revenue from operations adjusted for PPP)	0.00000037	0.00000039
Waste intensity in terms of physical output	0.000049 Metric tonnes/Nos.	0.000054 Metric tonnes/Nos.
Waste intensity (optional)-the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	N.A.	N.A.
(ii) Re-used	N.A.	N.A.
(iii) Other recovery Operations	N.A.	N.A.
<b>Total</b>	<b>N.A.</b>	<b>N.A.</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	N.A.	N.A.
(ii) Landfilling	N.A.	N.A.
(iii) Other disposal operations (disposed off to the authorized recycler)	352.01	343.30
<b>Total</b>	<b>352.01</b>	<b>343.30</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.

# The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.

**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.**

Company is using polypropylene corrugated boxes as a returnable packaging for supply of its automotive component in order to reduce packing material wastage. These are made up of non toxic material which are safe for use in a wide range of application which help the company to reduce the environmental impact and improve its sustainability.

The Company recycles its Hazardous & Non-Hazardous waste product through authorized recyclers.

Furthermore, all key plant locations are equipped with Waste Water Treatment Plants (WWTP), comprising both Effluent Treatment Plants (ETP) and Sewage Treatment Plants (STP), underscoring the company's dedication to minimizing its environmental footprint and preserving natural resources.

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

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

None of the Company's Plants are around ecologically sensitive areas.

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

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

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

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

The Company does adhere to all regulations. According to the legal register of the respective Plant locations of the Company, all statutory compliances are fulfilled in accordance with the Air/Water/Environment Act and Rules, and the legal register is regularly monitored.

**LEADERSHIP INDICATORS**

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

For each Facility / Plant located in areas of water stress, provide the following information:

- i) Name of the area: Gurugram, Dharuhera and Bawal
- ii) Nature of operations: Manufacturing of Automotive components
- iii) Water withdrawal, consumption and discharge in the following format:

**Gurugram**

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	23,672	34,400
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>23,672</b>	<b>34,400</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>23,672</b>	<b>34,400</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	0.000011	0.000011
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-

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) 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 kilolitres)</b>		

Not applicable, since we have implemented a mechanism for Zero Discharge supported by water treatment systems such as ETP (Effluent Treatment Plants) and STP (Sewage Treatment Plants) that enable its recovery and make it re-usable.

**Dharuhera**

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0.00	0.00
(ii) Groundwater	66,203.50	64,428.50
(iii) Third party water	0.00	0.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>66,203.50</b>	<b>64,428.50</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>66,203.50</b>	<b>64,428.50</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	0.0000079	0.0000076
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-
<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 kilolitres)</b>		

Not applicable, since we have implemented a mechanism for Zero Discharge supported by water treatment systems such as ETP (Effluent Treatment Plants) and STP (Sewage Treatment Plants) that enable its recovery and make it re-usable.

**Bawal**

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	1,1509	1,2294
(iii) Third party water	9,855	9,505
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>21,364</b>	<b>21,799</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>21,364</b>	<b>21,799</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	0.0000018	0.0000020
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	0	0
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water		
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(iii) Into Seawater		
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(v) Others (HSIIDC)		
- No treatment	7,716	6,075
- With treatment- please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>7,716</b>	<b>6,075</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.

**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 CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	The Company is not measuring Scope 3 emissions	
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity			

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

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

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

Not Applicable, as the company doesn't have any operations in ecologically sensitive areas

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

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	We have replaced all our diesel power generators with Piped Natural Gas (PNG) based power generators	In response to environmental concerns and government regulations during winters, an initiative has been launched to replace diesel generators with Piped Natural Gas (PNG) generators. This aims to improve air quality and reduce greenhouse gas emissions, promoting cleaner and more sustainable energy generation.	We have implied government norms. Further, implementation of this initiative has resulted in achievement of CO2 reduction targets for the current year.
2.	We have recently made significant capital expenditure investments to enhance various aspects of our operations	<ul style="list-style-type: none"> <li>Installation of FDV (Fresh Air Handling Unit) systems with substantial capacities.</li> <li>Implementation of Variable Refrigerant Volume (VRV) air conditioning systems in our newly established offices.</li> <li>Deployment of energy-efficient LED tube lights across our facilities.</li> <li>Installation of Variable Frequency Drives (VFDs) on hydraulic press machines to improve efficiency and productivity.</li> </ul>	Implementation of these initiative has resulted in achievement of CO2 reduction targets for the current year.

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

The company places a high priority on emergency preparedness and risk reduction to safeguard both the environment and the well-being of individuals. To achieve this, comprehensive emergency protocols are integrated into its management system. These protocols encompass a detailed compilation of potential emergency scenarios, outlining the specific roles and responsibilities of all personnel involved.

Furthermore, to ensure effective response to emergencies, regular safety drills and mock drills are conducted on a quarterly basis or as directed by the emergency preparedness plan, facilitating continual assessment and improvement of emergency response capabilities.

Additionally, employees and designated emergency handling teams actively participate in training sessions and awareness programs, equipping them with the necessary knowledge and skills to effectively manage real-world emergency situations as they arise. This commitment to proactive emergency preparedness underscores the company's dedication to ensuring the safety of both its workforce and the surrounding environment.

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.

NIL

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

24%

**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.

3 Affiliations

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

Sl.No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Society of Indian Automobile Manufacturers	National
2.	Confederation of Indian Industry	National
3.	Gurgaon Industrial Association	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.**

There are no current adverse orders from regulatory authorities and therefore no corrective action is taken or underway at this time

Name of Authority	Brief of the Case	Corrective Action Taken
	Not Applicable	

**LEADERSHIP INDICATORS**

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

The Company does not conduct public policy advocacy. We do not support any specific political party of any jurisdiction and do not have any political affiliation. Company's advocacy efforts are largely routed through collective forums like various industry bodies, associations and committees, of which it is a member.

SI.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

Not Applicable

**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.**

There are no Social Impact Assessments applicable for the reporting 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:**

There are no projects ongoing for which Rehabilitation and Resettlement are being undertaken in the reporting year.

SI.No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)

Not Applicable

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

The Company has CSR Team(s) to monitor the CSR Projects regularly, which continuously interacts with the concerned communities in the areas of operation. The grievances as and when they arise are timely addressed & resolved by the CSR Team(s).

**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	17%	15%
Directly from within India	74%	70%



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	49.10%	48.27%
Urban	-	-
Metropolitan	50.90%	51.73%

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

#### LEADERSHIP INDICATORS

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

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:**

Sl.No.	State	Aspirational District	Amount Spent (In INR)
Nil			

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

No, the Company does not discriminate on any basis while selecting its suppliers and provide equal opportunities for engagement to all potential suppliers. The Company encourages working with local suppliers or suppliers that are close to its facilities (including small-scale industries). However, the Company has not specifically considered marginalized/vulnerable groups in its supplier qualifying criteria.

- (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:**

Sl.No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes / No)	Benefit 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 wherein 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.**

The Company actively interacts with the community and performs need based assessment for implementation of CSR activities. The details of all CSR activities undertaken by the Company during the Financial year 2023-24, can be accessed in the Annual Report on CSR forming part of Directors' Report.

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Construction of Library at Govt. Sr. Secondary School, Bithwana, Rewari	1020	100%
2.	Providing of infrastructural and educational facilities at S.D. Modern Sr. Secondary School, Gurugram	364	More than 70%
3.	Providing of Infrastructural facilities at Captain Chandan Lal Special School for blinds, Gurugram	120	100%
4.	Providing of Educational & Infrastructural facilities at Melmathura Mangalam Panchayat Union Primary School and Molachur Panchayat Union Primary School at Chennai	260	100%
5.	Renewal of contract of Computer Teacher at Govt. Sr. Sec. School, Banipur, Rewari	298	100%
6.	Replacement of solar batteries (8 Nos.) of Solar Panel setup at Govt. Sr. Sec. School, Banipur, Rewari	298	100%
7.	Providing of colour doppler ultrasound machine and Colour Printer accessory to Bharat Vikas Parishad Maharana Pratap Nyas (Vivekanand Arogya Kendra, Gurugram)	More than 1200	More than 80%
8.	Providing Air Conditioners for maternity ward at Community Healthcare Centre, Bawal, Rewari	375	100%
9.	Construction of store room at Anganwadi Centre, Village Malpura, Dharuhera	480	100%
10.	Development of new community park at BPL area, Village Malpura, Dharuhera	More than 350	95%
11.	Renovation of community park at Village Malpura, Dharuhera and providing of benches thereupon	More than 2300	13%

**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.**

JTEKT India is a B2B company and sells its products predominantly to large OEMs. It ensures on time delivery in full to all its customers based upon the schedules shared by them. In case of any complaints, customers can raise the complaint with the company single point of contact or send their complaints in mail to the company.

Once a customer complaint is received, it is communicated to all the concerned department and root cause of the problem is analyzed and corrective actions are taken. We keep our customer at top most priority and make sure their grievance are taken care and resolved at the earliest.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	N.A.
Safe and responsible usage	N.A.
Recycling and/or safe disposal	N.A.

Since JTEKT India is a B2B company, it sells its products predominantly to large OEMs and its products are integrated into automobile being produced by its customers. There is no specific requirement of mentioning of any label to identify the above relations. However, the Company inform our customers through online declaration that it is not using any substance, which are prohibited and have significant impact on environment.

### 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 the year		Received during the year	Pending resolution at end of the year	
Data Privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-Security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other-Customer complaints	3	0	-	10	0	-

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

	Numbers	Reasons for recall
Voluntary Recalls	0	Not Applicable
Forced Recalls	0	Not Applicable

### 5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, the Company has defined framework for Cyber security Risk and Information Security Risk in the "Risk Management Policy" uploaded on its website i.e. <http://jtekt.co.in/Policies.aspx>.

### 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.

Not Applicable

### 7. Provide the following information relating to data breaches.

- Number of instances of data breaches : Nil
- Percentage of data breaches involving personally identifiable information of customers: Nil
- Impact, if any, of the data breaches: Not Applicable

## LEADERSHIP INDICATORS

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

All information is accessible on the company's website: <http://www.jtekt.co.in>

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

Since the products of the Company are directly supplied to the OEMs who assemble and send the end product to the end user, it has limited scope for informing and educating the end consumer about the safe and responsible usage of its products.

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

Not applicable

### 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)

Not Applicable

For and on behalf of the Board

Place : Gurugram  
Dated : 30 May 2024

**Hitoshi Mogi**  
Chairman & Managing Director  
[DIN 08741355]