



# BLUE JET HEALTHCARE LIMITED

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CIN NO. : L99999MH1968PLC014154

Date: September 2, 2024

To,

<b>BSE Limited</b> Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai - 400 001  <b>Scrip Code (BSE): 544009</b>	<b>National Stock Exchange of India Limited</b> Exchange Plaza, Bandra-Kurla Complex, Bandra (East), Mumbai - 400 051.  <b>Symbol: BLUEJET</b>
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Sub: **Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosures Requirements) Regulations, 2015 ('Listing Regulations')**

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility & Sustainability Report of the Company for FY 2023-24.

The above information is also available on the website of the Company at <https://bluejethealthcare.com/>

You are requested to take the same on record.

Thanking you,

Yours faithfully,

**For Blue Jet Healthcare Limited**

SWETA Digitally signed by  
SWETA PODDAR  
Date: 2024.09.02  
14:50:57 +05'30'  
PODDAR

**Ms. Sweta Poddar**  
**Company Secretary and Compliance Officer**  
**Membership. No: F12287**

**Enclosure:** As above

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# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR) – BLUE JET HEALTHCARE LIMITED (BJHL)

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## Introduction

In compliance with updated SEBI Listing Regulations, the top 1,000 listed companies must now share a Business Responsibility & Sustainability Report (BRSR) from fiscal year 2023 onwards. Blue Jet Healthcare is releasing its first Business Responsibility and Sustainability Report (BRSR) as part of the Annual Report for the FY 2023-24, as required by SEBI's guidelines. The purpose of this report is to provide investors with clearer insights into the Company's Environmental, Social, and Governance (ESG) practices.

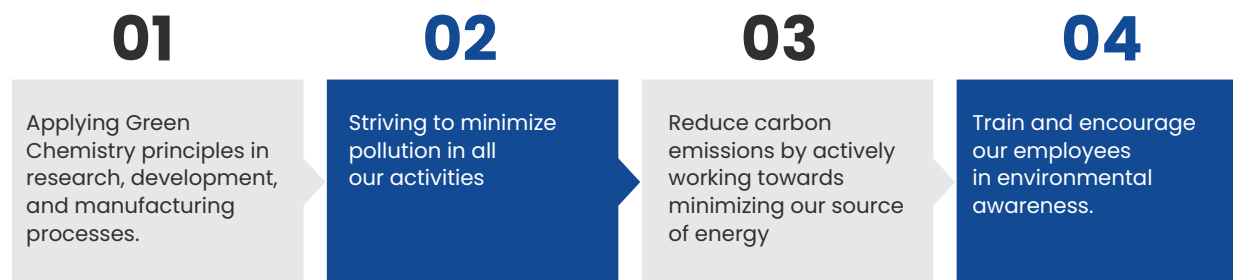
Aligned with the National Guidelines for Responsible Business Conduct (NGRBC), the BRSR framework is structured into three distinct sections:

1. **Section A** highlights a comprehensive overview of the Company's business operations, underscoring the Company's offerings, operational footprint, workforce and transparency. This section serves as a foundational introduction, providing stakeholders with a holistic understanding of the Company's business landscape.
2. **Section B** dives deeper into management and process disclosures, explaining about the organizational structures, policies, and processes instituted to uphold the principles and within the NGRBC framework. By articulating the Company's governance structures and operational mechanisms, this section highlights the Company's commitment to responsible business conduct.
3. **Section C** focuses on the indicator-wise disclosures particularly mapped to the nine guiding principles of the NGRBC. These disclosures offer insights into the Company's adherence to the stipulated principles, facilitating an understanding of the Company's commitment to sustainable and responsible business practices.



Through the publication of its first BRSR for FY 2023-24, the Company aims to adopt greater transparency, accountability, and trust among its stakeholders, highlighting its unwavering dedication to sustainable development and responsible corporate citizenship. This report stands as a demonstration to the Company's ongoing efforts to integrate ESG considerations into its business strategy, thereby encouraging long-term value creation for all stakeholders involved.

**Blue Jet Healthcare Ltd is committed to support and align its strategies and policies to meet the above-mentioned goals by:**



## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L99999MH1968PLC014154
2. Name of the Entity	Blue Jet Healthcare Limited
3. Year of Incorporation	07/12/ 1968 as <b>Jet Chemicals Private Limited</b>
4. Registered office address	Office no. 701,702, 7 <sup>th</sup> Floor, Bhumi Raj Costarica, Sector 18, Sanpada, Navi Mumbai Thane 400705, Maharashtra, India
5. Corporate address	Office no. 701,702, 7 <sup>th</sup> Floor, Bhumi Raj Costarica, Sector 18, Sanpada, Navi Mumbai Thane 400705, Maharashtra, India
6. E-mail	<a href="mailto:info@bluejethealthcare.com">info@bluejethealthcare.com</a>
7. Telephone	+91-02222075307
8. Website	<a href="http://www.bluejethealthcare.com">www.bluejethealthcare.com</a>
9. Financial year for which reporting is being done	2023-24
10. Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange (BSE) Limited & National Stock Exchange (NSE) of India Limited
11. Paid-up Capital	₹34,69,30,000
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mrs. Sweta Poddar (Company Secretary & Compliance Officer) T: +91-02222075307 E: <a href="mailto:Companysecretary@bluejethealthcare.com">Companysecretary@bluejethealthcare.com</a>
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 standalone basis and pertain only to "Blue Jet Healthcare Limited", unless otherwise stated.
14. Name of assurance provider	Blue Jet Healthcare Limited has not engaged with any third-party agency for obtaining external assurance of the BRSR FY 2023-24.
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 (FY 2023-24)
1.	Manufacturing	Chemical and chemical products, pharmaceuticals intermediates and Active pharma ingredients	100%

#### 17. Products/Services

Sl. No.	Product/Service	NIC Code	% Of Total Turnover Contributed
1	Manufacture of Active pharma ingredients, intermediates and other	21009	100%

### III. Operations

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

Location	Number of operational locations	Number of offices	Total number of plants and /or operations/ offices
National	3	2	5
International	0	0	0

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

Locations	Number
National (No. of States)	7
International (No. of Countries)	50+ (Including Norway, USA, Denmark, Switzerland, France, Spain, Italy, Sweden, Thailand)

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

The contribution of exports as a percentage to total turnover is about **87%**.

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

Blue Jet Healthcare Limited serves a diverse range of customers within the pharmaceutical and FMCG industries. As a B2B (business-to-business) Company specializing in manufacturing Integrated Contrast Media, Artificial Sweeteners and its salts, as well as Niche Pharmaceutical intermediaries and Active Pharmaceutical Ingredients (APIs), the Company's primary customers include innovator pharmaceutical companies, research laboratories, Multinational generic Pharmaceuticals Companies, and FMCGs.

**IV. Employees****20. Details as at the end of Financial Year:****a. Employees and workers:**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	118	99	83.90%	19	16.10%
2.	Other than Permanent (E)	269	229	85.13%	40	14.87%
3.	<b>Total employees (D + E)</b>	<b>387</b>	<b>328</b>	<b>84.75%</b>	<b>59</b>	<b>15.25%</b>
<b>WORKERS</b>						
4.	Permanent (F)	26	26	100.00%	0	0.00%
5.	Other than Permanent (G)	34	34	100.00%	0	0.00%
6.	<b>Total workers (F + G)</b>	<b>60</b>	<b>60</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>

**b. Differently abled Employees:**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent (D)	2	2	100.00%	0	0.00%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
3.	<b>Total differently abled employees (D + E)</b>	<b>2</b>	<b>2</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>

**c. Differently abled Workers:**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent (F)					
2.	Other than Permanent (G)					
3.	<b>Total employees (F + G)</b>					

The Company does not have differently abled workers.

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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.33%
Key Management Personnel (KMP)	2	1	50.00%

## 22. Turnover rate for permanent employees and workers

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.22%	5.26%	10.26%	8.19%	0.00%	8.19%	8.97%	10.26%	9.23%
Permanent Workers	7.41%	0.00%	7.41%	10.17%	0.00%	10.17%	15.38%	0.00%	15.38%

**Note:** The following formula has been used to calculate the turnover rate: **(No. of persons who have left the employment of the entity in the FY \*100) / Average no. of persons employed in the category**. This formula is in alignment to the SEBI guidelines for the BRSR.

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

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

S. No.	Name of the holding / Subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
Nil				

## VI. CSR Details

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

Sr No.	Particulars	Details
1	Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
2	Turnover in (₹ in Million)	7,115.98
3	Net worth in (₹ in Million)	8,452.23

## 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:

The Company has identified both external and internal stakeholders through stakeholder mapping and regular engagement exercises. To ensure effective communication and resolution of issues, the Company has established a grievance redressal mechanism. This mechanism is designed to promptly address grievances from all stakeholders.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes*	0	0	-	0	0	0
Investors (other than shareholders)	Yes*	0	0	-	0	0	0
Shareholders	Yes*	459	0	Banks inadvertently double-charged investors for application funds, though the issue was rectified as the money was progressively reimbursed to them over time.	0	0	0
Employees and workers	Yes*	0	0	-	0	0	0
Customers	Yes*	0	0	-	0	0	0
Value Chain Partners	Yes*	0	0	-	0	0	0
Other (please specify)	Yes*	-	-	-	-	-	-

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

The Company has identified following material issues, which could impact their business operation:

Sr. No.	Material issues 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	Opportunity	<p>Optimizing energy usage for cost savings and environmental sustainability. Investing in energy-efficient technologies and renewable energy sources.</p> <p>By deploying innovative solutions related to the overall energy management initiatives, the Company not only reduces operational expenses but also minimizes its carbon footprint.</p>		Positive implications through cost savings and potential revenue from renewable energy initiatives.
2.	Waste and Water Management	Risk and Opportunity	<p>Efficient waste and water management are essential for addressing environmental impact and regulatory compliance. Strategies such as waste reduction and efficient water usage can lead to cost savings and an eco-friendly reputation, though non-compliance may result in financial penalties.</p>	<ul style="list-style-type: none"> <li>The Company has implemented waste reduction strategies and efficient water usage practices.</li> <li>The Company has an effective waste management practice in place. This involves implementing waste reduction and disposal initiatives across its operations. The waste generated at the factories is properly segregated category wise and is then disposed of through authorised waste handlers.</li> <li>The Company has also installed a high-capacity effluent treatment plant in its factory premises. The ETP employs advanced treatment technologies and processes to remove contaminants and impurities from the wastewater, such as organic matter, heavy metals, and toxic chemicals before its safe discharge.</li> </ul>	<p>Positive Implication: By optimizing resource usage and minimizing waste generation, the Company reduces operational costs associated with waste disposal and environmental compliance. Additionally, the efficient operation of the ETP ensures regulatory compliance and mitigates the risk of fines or penalties for environmental non-compliance.</p>

Sr. No.	Material issues identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	GHG Emissions	Risk	Addressing greenhouse gas emissions is crucial for environmental compliance. By implementing emission reduction strategies and carbon offset programs, companies can mitigate risks of non-compliance and potentially benefit from cost savings.	<ul style="list-style-type: none"> <li>To mitigate GHG emissions effectively, the Company has implemented an approach that uses renewable energy sources, including solar and wind power installations.</li> <li>These renewable energy projects not only reduce reliance on fossil fuels but also significantly decrease GHG emissions associated with electricity consumption. By generating clean, renewable energy onsite, the Company strives to minimize its carbon footprint.</li> </ul>	Negative implication due to installation charges of the solar and wind energy units.
4.	Product Quality and safety	Risk	<p>Product quality and safety in a critical risk due to its potential implications on patient safety, product liability, and regulatory compliance. The pharmaceutical industry operates within strict regulatory frameworks, where any compromise in product quality can lead to severe consequences</p> <p>Moreover, a lapse in product quality can have an adverse effect on the Company's operations and reputation. It may lead to product withdrawals or recalls, leading to significant financial losses and damage to brand reputation. Regulatory agencies may impose fines or sanctions for non-compliance.</p>	<ul style="list-style-type: none"> <li>The Company is committed to ensuring the highest standards of product quality and safety in all aspects of its operations.</li> <li>The Company has implemented a comprehensive Quality Management System (QMS) to ensure consistent quality across all operations.</li> <li>The Company has equipped its facilities with state-of-the-art equipment and technologies for quality testing and monitoring.</li> </ul>	Negative Implication: Failure to maintain product quality and safety standards can lead to significant financial repercussions, including costs associated with product recalls, regulatory fines, legal liabilities, and damage to brand reputation.



Sr. No.	Material issues 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)
				<ul style="list-style-type: none"> <li>The Company provides regular training and development programs to ensure all employees are well-trained on quality procedures and compliance requirements.</li> <li>The Company conducts proactive risk assessment activities to identify potential quality issues and develop mitigation strategies.</li> <li>The Company has developed clear procedures and communication protocols for managing product recalls and other emergencies related to product quality and safety.</li> </ul>	
5.	Diversity and Inclusion	Opportunity	<p>The Company recognizes diversity and inclusion as strategic requirements. Embracing diversity fosters a culture where individuals from varied backgrounds contribute unique perspectives, driving innovation and problem-solving capabilities. Inclusive environments cultivate higher levels of employee engagement, satisfaction, and retention, thereby reducing turnover costs and enhancing productivity.</p> <p>By prioritizing diversity and inclusion initiatives, the Company not only demonstrates its commitment to social responsibility but also strengthens employer brand, attracting top talent and improving overall organizational performance.</p>		<p>Positive Implication: Embracing diversity and inclusion positively impacts the Company's operations. Enhanced employee engagement and retention reduce turnover costs.</p> <p>Additionally, diverse teams drive innovation and better decision-making, leading to improved financial performance and market competitiveness.</p>

Sr. No.	Material issues 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)
6.	Occupational Health and Safety	Risk and Opportunity	<p><b>Risk:</b> Failure to ensure employee well-being and safety compliance can result in legal liabilities, productivity losses, and reputational damage. Work-related injuries or incidents can lead to increased insurance costs, compensation claims, and potential litigation, adversely affecting financial stability.</p> <p><b>Opportunity:</b> Ensuring employee well-being and safety compliance is essential. Implementing rigorous safety protocols and training programs can mitigate risks of workplace accidents and legal liabilities, positively impacting productivity</p>	<ul style="list-style-type: none"> <li>The Company follows a comprehensive approach to identify work-related hazards and assess risks. This includes regular inspections, incident investigations, and employee feedback mechanisms.</li> <li>Moreover, specific risk assessments for non-routine tasks are conducted to ensure proactive hazard identification and mitigation. Industry-standard tools like Hazard Identification and Risk Assessment (HIRA) and Hazard and Operability Study (Hazop) are utilized, along with an Aspect-Impact Register to evaluate potential risks associated with operations.</li> <li>Stringent processes, Standard Operating Procedures (SOPs), and training protocols are enforced to guarantee workforce health and safety.</li> <li>The Company carries out periodic internal and external health and safety audits to ensure compliance with health and safety regulations and standards.</li> </ul>	<p>Negative Implication: Health and safety incidents can directly hamper the operations of the business and can affect the overall productivity of the Company.</p>

Sr. No.	Material issues 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)
7.	Innovation and Technology	Opportunity	<p>The Company sees innovation and technology as a fundamental pillar of its business strategy. With an advanced machinery infrastructure, the Company showcases technological advancements to drive efficiency and innovation across its operations.</p> <p>By integrating automation, the Company optimizes processes and enhances its competitive edge.</p>		<p>Positive Implication: Positive financial implications arise from the Company's approach to innovation and technology. By investing in best-in-class machinery and embracing technological advancements, the Company enhances operational efficiency, reduces costs, and increases productivity.</p>
8.	Responsible supply chain management	Risk	<p>The Company's reliance on its supply chain for the seamless functioning of its operations is undeniable. However, this dependency poses a significant risk, as any disruption within the supply chain can affect the entire business, causing delays, increasing costs, and potentially damaging customer relations. Consequently, there's a critical need for a robust contingency plan capable of mitigating the impact of unforeseen circumstances on the supply chain.</p> <p>Furthermore, the Company's commitment to responsible business practices extends beyond its own operations to encompass its suppliers. Expecting adherence to ethical and sustainable principles from suppliers is not only a matter of corporate responsibility but also a strategic necessity. Any deviation from these principles by suppliers not only risks damaging the Company's reputation but also challenges its efforts towards sustainability and corporate social responsibility.</p>	<ul style="list-style-type: none"> <li>The Company has adopted a rigorous mitigation approach to uphold ethical standards across its supply chain.</li> <li>Through supplier diversification and meticulous assessments, it minimizes dependency risks while ensuring adherence to compliance standards.</li> <li>Prior to onboarding vendors, the Company employs a comprehensive Vendor Questionnaire, covering parameters such as ethical standards and compliance requirements. Vendor selection is based on the questionnaire's results, ensuring alignment with the Company's ethical values and regulatory obligations.</li> </ul>	<p>Negative Implication: Any disruptions occurring throughout supply chain can have a negative effect on the Company's operations, leading to delayed product supply and increased costs.</p>

Sr. No.	Material issues 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)
9.	Risk Management	Risk and Opportunity	<p><b>Risk:</b> Identifying potential risks to business operations and reputation is crucial for maintaining stability and trust. Without adequate risk management measures in place, the Company is vulnerable to disruptions and uncertainties, which can have a negative effect of the Company's operations and reputation.</p> <p><b>Opportunity:</b> By proactively identifying and addressing potential risks, the Company can enhance its ability to adapt to changing circumstances, mitigate disruptions, and maintain uninterrupted operations. This proactive approach not only safeguards the Company's interests but also strengthens its resilience and competitiveness in the market.</p>	<ul style="list-style-type: none"> <li>This proactive process not only mitigates risks associated with unethical practices but also promotes a culture of transparency and accountability within the supply chain.</li> <li>The Company has established a robust risk management policy which forms the foundation of the Company's approach to mitigating risks.</li> <li>The risk management policy outlines clear guidelines and procedures for identifying, assessing, and addressing potential risks across all aspects of the business operations.</li> </ul>	<p>Negative implications if risks materialize, such as financial losses or reputational damage.</p> <p>Positive Implication: The implementation of robust risk management practices and the integration of a comprehensive Business Continuity and Disaster Management Plan enhances the Company's ability to identify and mitigate potential risks proactively, thereby reducing the likelihood of business disruptions and associated financial losses.</p>
10.	Corporate Governance and Business Ethics	Risk and Opportunity	<p><b>Risk:</b> Failure to uphold ethical standards may result in legal penalties, reputational damage, and loss of stakeholder trust, impacting financial performance negatively.</p> <p><b>Opportunity:</b> Demonstrating a commitment to ethical business practices enhances brand reputation, builds trust with stakeholders, and attracts socially conscious investors, potentially improving financial performance.</p>	<ul style="list-style-type: none"> <li>The Company has a well-defined Code of Conduct for its stakeholders. The Company has implemented robust ethical guidelines and monitoring mechanisms to prevent unethical behaviour ensuring a culture of integrity.</li> <li>The Company also ensures to follow all the regulatory requirements through proactive interaction with regulatory organisations, to reduce the risk of non-compliance.</li> </ul>	<p>Negative implications include potential legal fines, loss of business contracts, and decreased shareholder value.</p> <p>Positive implications include increased market share, enhanced brand value.</p>

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

S. No.	Principle Description	Reference of Blue Jet Healthcare Limited Policies / Procedure/Standard*
1	Businesses should conduct and govern themselves with Ethics, Transparency and Accountability.	<ul style="list-style-type: none"> <li>• Code of Conduct*</li> <li>• Vigil Mechanism and Whistleblower Policy</li> <li>• Familiarization Programme for independent directors</li> <li>• Policy for dealing with Related Party Transactions (RPT)</li> <li>• Dividend Policy</li> <li>• Policy For Determining Material Information</li> <li>• Policy for preservation of documents</li> <li>• Code of Fair Disclosure – Insider Trading</li> </ul>
2	Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle	<ul style="list-style-type: none"> <li>• Grievance Redressal Policy*</li> </ul>
3	Businesses should promote the well-being of all employees.	<ul style="list-style-type: none"> <li>• Code of Conduct*</li> <li>• Vigil Mechanism &amp; Whistle Blower Policy</li> <li>• Nomination and Remuneration Policy</li> <li>• Grievance Redressal Policy*</li> </ul>
4	Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.	<ul style="list-style-type: none"> <li>• The Company is in the process of drafting a Stakeholders Engagement Policy</li> </ul>
5	Businesses should respect and promote human rights.	<ul style="list-style-type: none"> <li>• Vigil Mechanism &amp; Whistle Blower Policy</li> <li>• Grievance Redressal Policy*</li> <li>• Prevention of Sexual Harassment Policy*</li> </ul>
6	Businesses should respect, protect, and make efforts to restore the environment.	<ul style="list-style-type: none"> <li>• The Company is in the process of drafting an ESG Policy</li> </ul>
7	Businesses when engaged in influencing public and regulatory policy, should do so in a responsible manner	<ul style="list-style-type: none"> <li>• Policy for dealing with Related Party Transactions (RPT)</li> <li>• Policy For Determining Material Information</li> </ul>
8	Businesses should support inclusive growth and equitable development	<ul style="list-style-type: none"> <li>• Corporate Social Responsibility Policy*</li> </ul>
9	Businesses should engage with and provide value to their customers and consumers in a responsible manner	<ul style="list-style-type: none"> <li>• Risk Management Policy</li> </ul>

\*internally available with the company.

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>									
<b>1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>b. Has the policy been approved by the Board? (Yes/No)</b>	Yes. All mandatory policies under the Indian Laws and Regulations have been adopted by the Board. Other operational internal polices are approved by the management.								
<b>c. Web Link of the Policies, if available</b>	<a href="https://www.bluejethhealthcare.com/governance-policies/">https://www.bluejethhealthcare.com/governance-policies/</a>								
<b>2. Whether the entity has translated the policy into procedures. (Yes / No)</b>	Yes								
<b>3. Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	Yes								
<b>4. Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) mapped to each principle.</b>	<p>The Policies that the Company has adopted are in conformity with relevant national and international standards wherever statutorily applicable.</p> <p>Principle 2- ISO 9001:2015 by United Registrar of Systems</p> <p>Principle 3 and 5- ISO 45001:2018 by United Registrar of Systems, OHSAS (Occupational Health and Safety Assessment Series) and USFDA (United States Food and Drug Administration) Certification.</p> <p>Principle 6- ISO 14001:2015 by United Registrar of Systems</p> <p>For Manufacturing process: Maharashtra Government, The Factories Act, 1948, License No: 10021379</p> <p>To construct, extend or take into use any building as a factory, Safe Angel (under factory act), The Factories Act, 1948, License No: 121700000019957</p>								
<b>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>	<p>Throughout this financial year, the Company has commenced tracking ESG Key Performance Indicators (KPIs) including greenhouse gas emissions (Scope 1 &amp; 2), energy consumption, waste generation, water consumption, and wastewater generation. With a focus on aligning ESG initiatives with business objectives, the Company aims to craft a robust ESG strategy for effective integration into its operations.</p> <p>The Company is looking forward to increasing the overall share of renewable energy in its energy consumption thereby resulting directly into less carbon emissions. The Company is also aiming to reduce its overall lost time injury rate by implementing robust health and safety mechanisms in the Company and providing proper training to its employees and workers.</p> <p>At present, the Company has not defined any specific commitments or set objectives for the FY 2023-24. However, going forward the Company shall focus on development of sustainability goals in alignment with the Company's operations and compliance obligations.</p>								
<b>6. Performance of the entity against specific commitments, goals, and targets along with reasons in case the same are not met.</b>	The Company has initiated the process to understand the ESG KPI values across its operations and is striving to take up goals for the upcoming years. In this regard the Company will take up performance against the specific commitments, goals, and targets in the coming years.								

<b>Disclosure Questions</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>

**Governance, leadership, and oversight**

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

As the director overseeing the business responsibility report, the Company acknowledges the challenges it faces in achieving Environmental, Social, and Governance (ESG) goals. As a B2B pharmaceutical Company, the Company understands the importance of sustainability, particularly in the context of managing its energy consumption with respect to fuel and electricity and undertaking strategic decisions to transition to renewable energy .

The Company's primary challenge lies in environmental sustainability. Efforts are focused on reducing the Company's environmental footprint by minimizing carbon emissions, conserving water, and managing waste. The Company is actively investing in renewable energy sources to advance its sustainability objectives.

In terms of social responsibility, the Company is dedicated to fostering an inclusive workplace and supporting local communities by establishing Educational Institutions as its CSR initiative Initiatives are aimed at promoting diversity within the workforce and contributing to community development.

Good governance practices are fundamental to the Company's operations. Transparency, accountability, and adherence to regulatory standards are prioritized to ensure ethical conduct across all business activities.

Despite the challenges, the Company has made progress in its sustainability journey. Significant strides have been made in reducing environmental impact and promoting social inclusion. Looking ahead, the Company remains committed to advancing its ESG agenda. By continuing to invest in sustainability initiatives and fostering a culture of responsibility, the Company aims to create lasting value for its stakeholders.

**8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies**

Performance of each of the principles is reviewed periodically by various committees led by Management and Board of Directors and the person responsible for implementation and oversight of the Business Responsibility Policy is Mr. Karuppannan Ganesh.

**9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.**

Yes, the Company has put in place an internal framework comprising of the Managing Director, Executive Directors, and functional heads who are responsible for decision-making on sustainability-related performance during their review meetings. The Company also has a CSR committee to review the social performance of the Company.

**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	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	Yes, the Company follows up for the performance against the above policies. It is done by the Managing Director, Executive Directors, and the Functional Heads.									On a Annual basis and as and when need arises for the review related to performance against above policies during their review meetings.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, the Company is compliant with all statutory requirements. The review is taken by the Board of Directors.									Quarterly								

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

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

The Company conducts regular internal reviews to assess the efficacy of its policies and their implementation. However, for the FY 2023-24, no external audit has been conducted to validate these reviews.

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

Not Applicable

## 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 who aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

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

#### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% Age of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	0	0	0
Key Managerial Personnel (KMP)	0	0	0
Employees other than BoD and KMPs	20	Company Standard Operating Procedures (SOPs), Certifications, Safety, Health, Environment, Ethics, Company Policies, etc.	69.77%
Workers*	11	Safety, Health, Environment, Ethics, Company Policies, etc.	33.33%

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

There have been no instances of fines/penalties/compounding fee /settlement/imprisonment/punishment for FY 2023-24.

**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 institution
NIL	Not applicable

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

Yes, the Company has formulated and implemented an anti-corruption and anti-bribery policy, which is available on the Company’s website. This policy outlines the Company’s commitment towards ethical business practices and compliance with anti-corruption laws and regulations. It includes guidelines for preventing bribery and corruption in all aspects of the Company’s operations and interactions with stakeholders. The policy also specifies the responsibilities of employees, management, and business partners in upholding these standards.

The Company’s anti-corruption and anti-bribery policy is designed to incorporate a culture of transparency and accountability within the organization. By adhering to this policy, the Company aims to mitigate risks associated with unethical practices and uphold its commitment to ethical business conduct. The Company encourages all stakeholders, including employees, partners, and suppliers, to familiarize themselves with the provisions of this policy and actively contribute to its implementation.



The policy is available on the Company website. For a detailed information on the anti-corruption and anti-bribery policy, kindly refer to: <https://www.bluejethealthcare.com/governance-policies/>

**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	Nil	Nil
KMP's	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

There have been no complaints with regard to conflict of interest against Board of Directors or KMPs for FY 2023-24 and FY 2022-23.

**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.**

Since there have been no fines, penalties, or actions taken by regulators, law enforcement agencies, or judicial institutions in cases of corruption and conflict of interest, no specific corrective actions were required to be taken.

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	48	56

**9. Open-ness of business**

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

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	14%	22%
	b. Number of trading houses where purchases are made from	50	69
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	65%	60%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	3%	2%
	b. Number of dealers / distributors to whom sales are made	49	59
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	71%	68%
Share of Related Party Transactions	a. Purchases (Purchases with related parties / Total Purchases)	NIL	NIL
	b. Sales (Sales to related parties / Total Sales)	NIL	NIL
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NIL	NIL
	d. Investments (Investments in related parties / Total Investments made)	NIL	NIL

## Leadership Indicators

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

While the Company maintains its own Standard Operating Procedures (SOPs) that may not perfectly align with the 9 NGRBC Principles, the Company actively engage in awareness programs with its value chain partners to promote alignment and understanding.

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

Yes, the Company places a strong emphasis on avoiding conflicts of interest by strictly complying with statutory obligations. Directors, Key Managerial Personnel (KMPs), and Senior Management are required to disclose any potential conflicts, ensuring transparency and accountability within the Company's governance structure. This commitment ensures that decision-making processes are conducted with integrity and that stakeholders' interests are prioritized.

## Principle 2: Businesses should provide goods and services in a manner that is Sustainable and Safe

### Essential Indicators

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

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	NIL	NIL	NA
Capex	Appox. ₹300 Million	NIL	Setting up of solar power project /renewable energy

### 2. Does the entity have procedures in place for sustainable sourcing? (Yes/No) b. If yes, what percentage of inputs were sourced sustainably?

Yes, the Company has established procedures for sustainable sourcing, as evidenced by written communications from the vendors through a Vendor Questionnaire. The questionnaire covers a number of declaration pointers including Code of Conduct outlining environmental and ethical standards, which covers aspects such as GMO (Genetically Modified Organisms) and TSE BSE (Transmissible Spongiform Encephalopathy Bovine Spongiform Encephalopathy) declarations, as well as Catalyst Free Declaration. These documents ensure that the Company's sourcing practices align with sustainability criteria. Based on the vendor communications and assessments, approximately 84% of the inputs are sourced sustainably. The Company encourages its suppliers to be compliant with social and environmental standards such as SA8000, ISO 14001, and ISO 45001.

### 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:

The Company does not have a specific process in place to reclaim its products for reusing, recycling, and disposing at the end of life, however, the Company prioritizes responsible waste management through strategic partnerships with authorized vendors specializing in recycling and disposal services.

**Plastics (including packaging):** The Company's plastic waste, including packaging materials, is collected, and transferred to certified recycling facilities. These facilities utilize advanced recycling technologies to process plastics into reusable materials, minimizing environmental impact.

**E-waste:** Electronic waste generated by the Company is carefully segregated and transferred to licensed e-waste recyclers. These recyclers adhere to strict standards for dismantling, recovering valuable components, and safely disposing of hazardous materials, ensuring minimal ecological footprint.

**Hazardous Waste:** Hazardous waste streams are managed carefully and responsibly through established partnerships with authorized hazardous waste disposal providers. These specialists employ industry-best practices to handle, treat, and dispose of hazardous materials safely and responsibly, in accordance with legal requirements.

**Other Waste:** Various non-hazardous waste streams, such as general office waste and non-recyclable materials, are directed to licensed waste management companies. These partners employ sustainable waste treatment methods to minimize landfill contributions.

The waste generated at the factories are carefully segregated into respective categories for safe and responsible disposal of the same, Through these collaborative efforts, the Company ensures that the waste management practices align with regulatory standards and contribute positively to environmental stewardship.

**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.**

The Company's activities do not fall under Extended Producer Responsibility (EPR) regulations. Operating within its business model, the Company's products and processes are not subject to EPR requirements.

Blue Jet Healthcare holds consent from Maharashtra Pollution Control Board (MPCB) and is committed to providing waste collection details, including packaging materials (Plastic), to the authorities periodically. The Company submits reports on the quantity of waste collected periodically and receives acknowledgment accordingly.

## 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)?**

The Company has not conducted any Life Cycle Perspective / Assessments (LCA) for the FY 2023-24.

**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.**

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).**

As a pharmaceutical Company, the Company does not utilize recycled or reused input materials in the production processes. Therefore, the percentage of recycled or reused input material to total material used in production is not applicable to the Company's operations.

**4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed of.**

As the Company does not have a specific procedure in place to reclaim its products for reusing, recycling and disposing at the end of life, therefore this question is not applicable. However, the Company manages its waste safely and in compliance with environmental regulations.

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

Not Applicable

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

### Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	99	98	98.99%	98	98.99%	0	0.00%	0	0.00%	0	0.00%
Female	19	19	100.00%	19	100.00%	19	100.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>118</b>	<b>117</b>	<b>99.15%</b>	<b>117</b>	<b>99.15%</b>	<b>19</b>	<b>16.10%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
<b>Other than Permanent Employees</b>											
Male	229	169	73.80%	169	73.80%	0	0.00%	0	0.00%	0	0.00%
Female	40	21	52.50%	21	52.50%	21	52.50%	0	0.00%	0	0.00%
<b>Total</b>	<b>269</b>	<b>190</b>	<b>70.63%</b>	<b>190</b>	<b>70.63%</b>	<b>21</b>	<b>7.81%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	26	26	100.00%	26	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>26</b>	<b>26</b>	<b>100.00%</b>	<b>26</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
<b>Other than Permanent Workers</b>											
Male	34	10	29.41%	10	29.41%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>34</b>	<b>10</b>	<b>29.41%</b>	<b>10</b>	<b>29.41%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the Company	0.02%	0.01%

**2. Details of retirement benefits.**

The Company provides retirement benefits to its workers and employees as following:

- Workers and employees are enrolled under employees' provident fund scheme as per The Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
- Company provides gratuity benefits to its employees and workers as per the provision of the Payment of the Gratuity Act, 1972.

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	98.19%	100.00%	Y	97.70%	100.00%	Y
Gratuity	100.00%	100.00%	Y	100.00%	100.00%	Y
ESI	20.67%	40.00%	Y	18.75%	40.00%	Y
Others – please specify	None	None	N.A.	None	None	N.A.

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

Yes, the Company offices and factories are accessible to differently abled employees using wheelchairs. The Company has implemented significant measures to ensure that its facilities and services are accessible to all individuals, with a particular focus on accommodating people with disabilities.

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

Yes, the Company has an Equal Opportunity Policy in place. The policy is available in the Company's intranet. The Company is dedicated to providing equal employment opportunities, ensuring a workplace environment free from harassment, and ensuring fair treatment for all employees. Discrimination in any aspect of employment is strictly prohibited, and the Company actively promotes equal pay and terms of employment. Additionally, a grievance mechanism is maintained to address any concerns effectively.

**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	There have been no cases of parental leave in the FY 2023-24. Therefore, the data has not been provided.			
Female				
<b>Total</b>				

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

<b>Permanent workers</b>	The Company provides designated channels for employees and workers to address and resolve their grievances promptly. Concerns raised through these channels are handled by the relevant authority within specified timelines. To facilitate effective communication, all employees and workers have access to the following channels:
<b>Other than permanent workers</b>	<b>Whistleblower:</b> Mrs. Sweta Poddar
<b>Permanent employee</b>	<b>POSH:</b> Mrs. Sweta Poddar
<b>Other than permanent employee</b>	<b>HR point of contact:</b> Name: Varun Chaudhari, Email: <a href="mailto:varun.chaudhari@bluejethealthcare.com">varun.chaudhari@bluejethealthcare.com</a>

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

There are no employee and worker associations recognized by the Company.

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Permanent Employees</b>										
Male	328	310	94.51%	286	87.2%	208	225	80.62%	223	86.43%
Female	59	27	45.76%	58	98.31%	18	39	39.13%	39	84.78%
<b>Total</b>	<b>387</b>	<b>337</b>	<b>87.08%</b>	<b>344</b>	<b>88.89%</b>	<b>226</b>	<b>264</b>	<b>74.34%</b>	<b>262</b>	<b>86.18%</b>
<b>Other than Permanent Employees</b>										
Male	60	52	86.67%	46	76.67%	60	54	90.00%	30	88.33%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
<b>Total</b>	<b>60</b>	<b>52</b>	<b>86.67%</b>	<b>46</b>	<b>76.67%</b>	<b>60</b>	<b>54</b>	<b>90.00%</b>	<b>30</b>	<b>88.33%</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	258	184	71.32%	175	132	75.43%
Female	46	34	73.91%	42	38	90.48%
<b>Total</b>	<b>304</b>	<b>218</b>	<b>71.71%</b>	<b>217</b>	<b>170</b>	<b>78.34%</b>
<b>Permanent Workers</b>						
Male	60	31	51.67%	33	32	96.97%
Female	0	0	0.00%	0	0	0.00%
<b>Total</b>	<b>60</b>	<b>31</b>	<b>51.67%</b>	<b>33</b>	<b>32</b>	<b>96.97%</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, what is the coverage of such a system?

Yes, the Company has implemented an Occupational Health and Safety Management System (OHSMS) to ensure the well-being of its employees. This system covers all aspects of workplace health and safety, including but not limited to risk assessments, hazard identification, incident reporting, emergency preparedness, and compliance with relevant regulations and standards. The Company sends out periodic EHS communication and alerts to its employees. Additionally, it conducts awareness sessions on safety-related aspects and provides periodic training on basic fire safety, including evacuation drills.

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

The Company utilizes a comprehensive approach to identify work-related hazards and assess risks routinely. This includes regular inspections, incident investigations, and employee feedback mechanisms. Additionally, the Company conducts specific risk assessments for non-routine tasks or activities to ensure proactive hazard identification and risk mitigation.

The Company utilizes industry-standard tools such as Hazard Identification and Risk Assessment (HIRA), Hazard and Operability Study (Hazop), and maintain an Aspect-Impact Register to proactively identify and evaluate potential risks associated with the Company's operations. The Company follows a systematic approach towards hazard identification and risk management (HIRA) to identify work-related hazards that includes the following steps:



### Hazard Identification

The Company conducts workplace inspections and reviews incident reports to identify any existing hazards in its manufacturing unit.



### Risk Assessment

Once hazards are identified, the Company assesses the associated risks by evaluating the potential harm or injury severity.



### Risk Control

Following risk assessment, the Company develops and implements controls to minimize risks.



### Risk Monitoring

The Company ensures continuous monitoring and improvement of occupational health and safety within its operations.

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

Yes, the Company has established clear processes for workers to report work-related hazards promptly. Employees are encouraged and empowered to raise concerns through the Company's reporting system, allowing for immediate investigation and corrective actions. Employees/Workers can also report to their respective department. Further, these teams will coordinate with the designated person to address the hazards to control the risk. The Company provides periodic health and safety trainings to its employees and workers. He Company also conducts safety campaigns as part of the overall health and safety training and enlighten for its employees and workers.

Furthermore, Company policies support the right of workers to remove themselves from hazardous situations. The Company has formulated a grievance redressal mechanism which is accessible to all and can be used as a medium of communication by the workers. Additionally, the Company's Safety Committee Meetings provide a platform for discussing and addressing reported unsafe acts, unsafe conditions, and near misses.

**d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?**

Yes. The Company values the well-being of its employees both within and outside the workplace. While the primary focus is on occupational health and safety, the Company understands the importance of overall health. In addition to the occupational health and safety measures, such as prominently displaying safety posters, providing essential safety equipment, maintaining a fully stocked first-aid box, and ensuring access to purified drinking water for hydration, these medical facilities exemplify the Company's dedication towards ensuring a safe and healthy work environment. The Company's medical policies cover non-occupational healthcare needs, providing support for general health and wellness outside of work-related issues.

The Company offers routine checkups and medical treatment for employees' illnesses or injuries with doctor support available at the factory. Additionally, personnel receive training to handle medical emergencies onsite. Employees are covered by a medical insurance policy.

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

Safety Incident/ Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one Million-person hours worked)	Employees	1.64	00
	Workers	12.14	3.56
Total recordable work-related injuries	Employees	01	00
	Workers	07	02
No. of fatalities	Employees	7	00
	Workers	5*	00
High consequence work-related injury or ill-health (excluding fatalities)	Employees	01	00
	Workers	01	00

\*Includes 4 contract workers.

## 12. Describe the measures taken by the Company to ensure a safe and healthy workplace.

The Company has established and strictly enforces relevant processes, Standard Operating Procedures (SOPs), and training protocols to ensure the health and safety of its workforce. The Company is committed to maintaining a safe and healthy workplace environment through rigorous safety measures and audits:

- **Internal Safety Audit Conducted:** Regular internal safety audits are conducted at scheduled intervals. These audits are designed to assess compliance with established safety protocols, identify potential hazards, and ensure adherence to occupational health and safety standards.
- **Compliance Carried Out:** The Company places a strong emphasis on compliance with regulatory requirements and industry standards related to workplace safety. The Company actively monitors and enforces compliance measures to mitigate risks and promote a safe working environment for its employees and workers.
- **External Audit Carried Out:** In addition to internal audits, Blue Jet Healthcare engages in external audits conducted by accredited third-party auditors for its factories. These external audits provide independent assessments of its safety practices and help validate the effectiveness of the safety management systems.

Safety Committee meetings are held to monitor the workplace for hazards regularly and mitigate them, ensuring a safe workplace. The Company conducts periodic mock drills to assess readiness and emergency preparedness, evaluate post-drill issues, identify emergency gaps, validate response plans, and seek improvements. Improvement of the Health & Safety system is ensured through periodic safety inspections across the facility.

Through these measures, the Company upholds its commitment to fostering a safe and healthy workplace environment for all employees and workers.

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

## 14. Assessments for the year:

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

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

The Company adheres to a well-defined Standard Operating Procedure (SOP) derived from global best practices, ensuring strict compliance with all health and safety regulations. In the event of any incidents, thorough investigations are conducted, and corrective measures are promptly implemented through updates to the SOP.

The Company utilizes industry-standard tools such as Hazard Identification and Risk Assessment (HIRA), Hazard and Operability Study (Hazop), and maintain an Aspect-Impact Register to proactively identify and evaluate potential risks associated with the Company's operations. Periodic safety drills are conducted by the Company to raise the awareness against the health and safety practices.

The Company has even implemented Corrective Action and Preventive Action (CAPA) procedures to address safety-related incidents and mitigate significant risks identified through health and safety assessments:

**CAPA Reports for Safety Incidents:** In response to safety-related incidents, the Company initiates CAPA reports promptly. These reports document the incident details, root cause analysis, and corrective actions taken to prevent recurrence. The Company's approach emphasizes thorough investigation and implementation of corrective measures to enhance workplace safety.

**Addressing Significant Risks and Concerns:** Health and safety assessments conducted by the Company's internal safety team and external auditors identify significant risks and concerns. Upon assessment findings, the Company prioritizes addressing critical areas requiring improvement to enhance health and safety practices and working conditions.



**Ongoing Corrective Actions:** The Company is committed to continuous improvement in health and safety. It systematically reviews CAPA reports and assessment outcomes to implement ongoing corrective actions. This proactive approach ensures that safety-related incidents are addressed comprehensively and risks are mitigated effectively.

The Company has formulated and implemented a risk management policy to ensure a safe and healthy environment for all employees and workers.

## Leadership Indicators

**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

Yes, Blue Jet Healthcare extends life insurance coverage to its employees as part of the compensatory package.

**Compensatory Package:** In addition to life insurance, Blue Jet Healthcare offers a compensatory package that may include benefits such as gratuity, provident fund, and other financial support to the family of a deceased employee.

**ESIC (Employees’ State Insurance Corporation) Coverage:** Blue Jet Healthcare ensures compliance with ESIC regulations, providing employees with access to medical benefits and compensation in case of work-related injuries, illnesses, or death. The employees are covered under Insurance schemes of the Company.

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

Blue Jet Healthcare has a continuous reconciliation mechanism whereby, it checks the compliance of statutory due payments by value chain partners before initiating the payments of its purchase orders.

**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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	0	0	0	0
Workers	0	0	0	0

**4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)**

The Company permits physically and mentally fit employees to continue their employment post-retirement, either through Fixed Term Contracts or Third-Party Contracts.

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

The Company assesses value chain partners, including suppliers, through a Vendor Questionnaire process. This questionnaire evaluates suppliers’ Health and Safety Practices to ensure compliance with standards and regulations. Over 80% of value chain partners (by value of business done with such partners) were assessed for these points.

% of value chain partners (by value of business done with such partners) that were assessed	
Health and safety practices	84%
Working Conditions	

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

As there have not been any instances of any significant risks for the FY 2023-24, no corrective action plans have been developed to address significant risks / concerns.

## 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.

We understand the significance of cultivating and developing strong relationships with key stakeholders through transparent, sincere and impactful interactions. The Company has conducted an identification and mapping process to identify its key stakeholders, both internal and external. The list of these stakeholders is outlined below:

Internal Stakeholders:

- Employees

External Stakeholders:

- Customers
- Communities
- Business Partners & Vendors
- Regulatory Bodies
- Government
- Shareholders & Investors

#### 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	<ul style="list-style-type: none"> <li>• Review meets.</li> <li>• Townhall meetings</li> <li>• Employee surveys</li> <li>• Learning and development initiatives</li> <li>• Discussions with senior leaders</li> </ul>	Regularly (e.g., monthly)	<ul style="list-style-type: none"> <li>• Encourage employee engagement and satisfaction.</li> <li>• Provide opportunities for feedback and input.</li> <li>• Address workplace concerns.</li> </ul>
Customers	No	<ul style="list-style-type: none"> <li>• Corporate website</li> <li>• Digital platforms</li> </ul>	Continuous (as needed)	<ul style="list-style-type: none"> <li>• Gather feedback on products and services.</li> <li>• Understand needs and preferences.</li> <li>• Address complaints and concerns.</li> </ul>
Business Partners & Vendors	No	<ul style="list-style-type: none"> <li>• Product/process trainings for new and old partners</li> <li>• Channel partner meets.</li> <li>• Meetings and conferences</li> </ul>	Regularly (e.g., quarterly)	<ul style="list-style-type: none"> <li>• Foster collaboration and partnership.</li> <li>• Discuss contracts and agreements.</li> <li>• Address operational issues</li> </ul>
Regulatory Bodies	No	<ul style="list-style-type: none"> <li>• Industry associations</li> <li>• Corporate Presentations</li> <li>• Written Communications</li> <li>• One-to-one meetings</li> </ul>	Periodic (as required by regulations)	<ul style="list-style-type: none"> <li>• Ensure compliance with regulations.</li> <li>• Seek guidance on regulatory matters.</li> <li>• Provide updates on compliance efforts.</li> </ul>

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders & Investors	No	<ul style="list-style-type: none"> <li>Annual General Meetings</li> <li>Investor conferences</li> <li>Annual Reports</li> <li>Investor presentations,</li> <li>Company announcements</li> <li>Company website</li> <li>Media Releases</li> </ul>	Annually	<ul style="list-style-type: none"> <li>Communicate Company performance and strategy.</li> <li>Address concerns and questions.</li> <li>Solicit feedback and input.</li> </ul>
Communities	Yes	<ul style="list-style-type: none"> <li>Community meetings.</li> </ul>	Annually or Periodic (as required)	<ul style="list-style-type: none"> <li>Build relationships and trust.</li> <li>Address community concerns.</li> <li>Support community initiatives.</li> </ul>

## Leadership Indicators

**1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how feedback from such consultations is provided to the Board.**

Blue Jet Healthcare values stakeholder input on economic, environmental, and social topics. While specific consultation processes with the Board may vary, feedback from stakeholders is collected and shared with relevant decision-makers to inform strategic discussions and decisions within the organization.

**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 input received from stakeholders on these topics were incorporated into the policies and activities of the entity.**

No. Blue Jet Healthcare recognizes the value of stakeholder engagement in identifying and addressing environmental and social topics. While formal consultation processes may not be in place currently, the Company remains committed to exploring opportunities to incorporate stakeholder input into its policies and activities.

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

Blue Jet Healthcare is committed to addressing the concerns of vulnerable and marginalized stakeholder groups, particularly in underserved rural communities. The Company actively engages with these communities to understand their needs and challenges, with a specific focus on improving educational opportunities.

One impactful initiative undertaken by the Company is providing funds for building educational infrastructure in rural areas. This investment aims to enhance educational infrastructure and accessibility for vulnerable groups, empowering individuals through education and contributing to community development. By supporting the construction of schools, the Company seeks to create lasting positive impacts that uplift marginalized communities and promote social inclusion.

## 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	118	19	16.10%	110	22	20%
Other than Permanent	269	149	55.39%	194	116	59.79%
<b>Total Employees</b>	<b>387</b>	<b>168</b>	<b>43.41%</b>	<b>304</b>	<b>138</b>	<b>45.39%</b>
<b>Workers</b>						
Permanent	26	0	0%	28	4	14.29%
Other than Permanent	34	3	8.82%	32	32	100%
<b>Total Workers</b>	<b>60</b>	<b>3</b>	<b>5%</b>	<b>60</b>	<b>36</b>	<b>60%</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>	118	0	0.00%	118	100.00%	110	0	0.00%	110	100.00%
Male	99	0	0.00%	99	100.00%	91	0	0.00%	91	100.00%
Female	19	0	0.00%	19	100.00%	19	0	0.00%	19	100.00%
<b>Other than Permanent</b>	269	0	0.00%	269	100.00%	194	0	0.00%	194	100.00%
Male	229	0	0.00%	229	100.00%	167	0	0.00%	167	100.00%
Female	40	0	0.00%	40	100.00%	27	0	0.00%	27	100.00%
<b>Workers</b>										
<b>Permant</b>	26	0	0.00%	26	100.00%	28	0	0.00%	28	100.00%
Male	26	0	0.00%	26	100.00%	28	0	0.00%	28	100.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
<b>Other than Permanent</b>	34	0	0.00%	34	100.00%	32	0	0.00%	32	100.00%
Male	34	0	0.00%	34	100.00%	32	0	0.00%	32	100.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	3,80,00,000	2	16,00,000
Key Managerial Personnel	1	2,37,49,364	1	17,56,872
Employees other than BoD and KMP	324	4,69,650	57	3,61,776
Workers	60	3,21,726	0	0

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	12%	14%

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

The Company is committed towards addressing any concerns or grievances raised by its stakeholders. The Human Resources (HR) function head is assigned with the responsibility of addressing and managing human rights issues. In the case where the issues remain unresolved, the same shall be escalated through the leadership hierarchy, ultimately reaching the board for resolution.

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

The Company has developed and implemented a comprehensive Human Rights policy, accessible to all employees. This policy underscores the Company's commitment to prioritizing the well-being and dignity of individuals involved in all operations. Human rights grievances can be raised with the Human Resources team, ensuring swift resolution with appropriate actions. If issues remain unresolved it can be further escalated to Leadership team and then to the board.

Additionally, the Company has established a whistle-blower policy to enable employees to report concerns regarding unethical practices. This policy promotes transparency and ethical behavior within the Company.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment						
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour			The Company has not received any complaints related to the topics covered under this question for the FY 2023-24 and FY 2022-23.			
Wages						
Other human rights related issues						

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

To prevent any serious consequences for complainants in discrimination and harassment cases, the Company has established mechanisms and rules aimed at ensuring fair treatment and protection for all individuals involved. These mechanisms include:

**Confidential Reporting Channels:** The Company provides confidential channels for employees to report incidents of discrimination and harassment without fear of retaliation. These channels allow complainants to seek assistance and support while maintaining their privacy and confidentiality. The Company strictly prohibits retaliation against individuals who file complaints or participate in investigations related to discrimination and harassment.

**Fair and Impartial Investigations:** All complaints of discrimination and harassment are promptly and thoroughly investigated. Investigations are conducted in a fair, impartial, and objective manner to ensure that the rights of both the complainant and the accused are respected throughout the process.

**Disciplinary Action:** In cases where discrimination or harassment is substantiated following investigation, appropriate disciplinary action is taken against the responsible party/personnel. This may include counseling, training, suspension, or termination, depending on the severity of the offense and in accordance with Company policies and applicable laws.

The Human Resources department forms as the point of contact to register any complaints related to discrimination and harassment.

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

Yes, human rights requirements are incorporated into all business agreements and contracts entered into with Blue Jet Healthcare. Each agreement includes clauses ensuring compliance with relevant regulatory standards, which encompass human rights principles. These requirements are in alignment with the Company's Human Rights policy rules reflecting the Company's commitment towards ethical business practices and the protection of human rights across all Company operations.

**10. Assessments of the year**

Aspects	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Child labour	100%	The Company periodically conducts assessments of its plants and offices to ensure compliance with regulatory standards and best practices. These assessments are conducted by both internal teams and third-party auditors (Sedex Members Ethical Trade Audit (SMETA)) to provide comprehensive evaluations of the facilities. The Company's goal is to assess all plants and offices on a periodic basis to maintain high standards of operational excellence and regulatory compliance.
Forced/involuntary labour	100%	
Sexual harassment	100%	
Discrimination at workplace	100%	
Wages	100%	
Others – please specify	None	

**11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.**

No significant risks or concerns were identified in the assessments conducted and therefore, no corrective actions have been taken. However, as a responsible Company, Blue Jet Healthcare prioritizes continuous monitoring and capacity-building initiatives for both internal and external stakeholders in relevant areas.

## Leadership Indicators

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

During the reporting period, no business processes have been modified or introduced for addressing human rights grievances/complaints.

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

The Company has not conducted any Human Rights due diligence exercise for the FY 2023-24. However, the Company is committed towards adherence of Human Rights principles and shall conduct the due diligence exercise in the coming years.

**3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Yes, the Company offices and factories are accessible to differently abled employees using wheelchairs. The Company has implemented significant measures to ensure that its facilities and services are accessible to all individuals, with a particular focus on accommodating people with disabilities.

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

Human rights	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	84%
Forced/involuntary labour	The Company assesses a significant percentage of its value chain partners.
Sexual harassment	These assessments are conducted using a comprehensive Vendor Questionnaire during the onboarding process, which enables the Company to evaluate the health and safety practices, compliance with regulatory standards, and adherence to ethical principles.
Discrimination at workplace	
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.**

As there have been no instances of significant risks / concerns arising for the FY 2023-24, no corrective action plans have been taken.

**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:**

Parameter	Unit	FY 2023-24	FY 2022-23
<b>From renewable sources (in gigajoules)</b>			
Total electricity consumption (A)	GJ	21424.57	20800.13
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C)	GJ	-	-
<b>Total energy consumption from renewable sources (A+B+C) (GJ)</b>	<b>GJ</b>	<b>21424.57</b>	<b>20800.13</b>
<b>From non - renewable sources (in gigajoules)</b>			
Total electricity consumption (D)	GJ	60,348.15	70,287.86
Total fuel consumption (E)	GJ	2,66,320.12	3,16,363.21
Energy consumption through other sources (F)	GJ	-	-
<b>Total energy consumption from non - renewable sources (D+E+F) (GJ)</b>	<b>GJ</b>	<b>3,26,668.27</b>	<b>3,86,651.07</b>
<b>Total energy consumption (A+B+C+D+E+F) (GJ)</b>	<b>GJ</b>	<b>3,48,092.84</b>	<b>4,07,451.20</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumption in GJ/ turnover in rupees in Crores)	<b>GJ/turnover in crores</b>	<b>489.17</b>	<b>561.10</b>
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	<b>GJ/ Revenue from operations adjusted for PPP</b>	<b>21.83</b>	<b>25.31</b>
<b>Energy intensity in terms of physical output</b>		-	-
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.:**

There is no Independent Assessment done. All the required statutory and internal audits are carried out on a periodic basis.

**2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

Not applicable. Blue Jet Healthcare is not covered under the purview of the PAT Scheme.

### 3. Provide details of the following disclosures related to water.

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>			
(i) Surface water	KL	-	-
(ii) Groundwater	KL	-	-
(iii) Third party water	KL	1,86,456	3,08,537
(iv) Seawater / desalinated water	KL	-	-
(v) Others	KL	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>KL</b>	<b>1,86,456</b>	<b>3,08,537</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>KL</b>	<b>1,86,456</b>	<b>3,08,537</b>
<b>Water intensity per Cr. rupee of turnover</b> (Water consumed / turnover)	<b>KL/turnover in Cr .</b>	<b>262.02</b>	<b>435.52</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	<b>KL/Revenue from operations adjusted for PPP</b>	<b>11.69</b>	<b>19.44</b>
<b>Water intensity in terms of physical output</b>		-	-
<b>Water intensity (optional) – the relevant metric may be selected by the entity</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.:** There is no Independent Assessment done. All the required statutory and internal audits are carried out on a periodic basis.

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

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>			
(i) Surface water	KL		
No treatment	KL	-	-
With treatment – please specify the level of treatment	KL	-	-
(ii) Ground water	KL		
No treatment	KL	-	-
With treatment – please specify the level of treatment	KL	-	-
(iii) Sea water	KL		
No treatment	KL	-	-
With treatment – please specify the level of treatment	KL	-	-
(iv) Sent to third parties	KL		
No treatment	KL	-	-
With treatment – Company's effluent treatment plant	KL	2070.82	2151.87
(v) Others	KL		
No treatment	KL	-	-
With treatment – please specify the level of treatment	KL	-	-
<b>Total water discharged (in kilolitres)</b>	<b>KL</b>	<b>2070.82</b>	<b>2151.87</b>

Most of the water discharged by the Company goes through a rigorous treatment process and the treated water is then recycled and used back in the Utility Process (cooling towers and boilers) resulting in low level of water discharge quantities.

**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.:**

There is no Independent Assessment done. All the required statutory and internal audits are carried out on a periodic basis.



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

No, the Company has not implemented a mechanism for Zero Liquid Discharge.

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

Parameter	Unit	FY 2023-24	FY 2022-23
NOx	Mg/nm3	15.023	-
Sox	Kg/day	10.46	-
Total Particulate matter	Mg/nm3	43.30	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – Process Emission (HCL)	-	-	-

**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.:**

There is no Independent Assessment done. All the required statutory and internal audits are carried out on a periodic basis.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Scope 1	Metric tons of CO2 equivalent	24,859.12	29,362.38
Scope 2	Metric tons of CO2 equivalent	11,902.00	13,862.33
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	<b>tcO2/ ₹ Cr</b>	<b>51.66</b>	<b>60.16</b>
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b>		<b>2.31</b>	<b>2.68</b>
(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)			
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

There is no Independent Assessment done. All the required statutory and internal audits are carried out on a periodic basis.

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

The Company has initiated projects aimed at reducing greenhouse gas emissions, with a specific focus on renewable energy sources. One of the key Company projects involves the adoption of solar and wind power solutions across its facilities. By using solar and wind energy, the Company aims to decrease its reliance on fossil fuels and minimize the overall carbon footprint.

**Solar Power:**

The Company has installed 7 MW Solar plant near Akola to generate clean and sustainable energy. These solar power systems contribute to reducing the Company's reliance on conventional electricity sources and help lower greenhouse gas emissions associated with energy consumption.

**Wind Power:**

Additionally, Blue Jet Healthcare has invested in wind power projects to further diversify its renewable energy portfolio. Wind turbines are utilized to harness the power of wind and convert it into electricity, providing another eco-friendly alternative to traditional energy sources.

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

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tons)</b>		
Plastic waste (A)	-	-
E-waste (B)	0.12	-
Bio-medical waste (C)	1.55	-
Construction and demolition waste (D)	800	450
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
28.1 Process Residue	32.12	26.7
28.3 Spent Carbon	4.19	-
Spent acid	3047	3044
ETP Sludge	80.77	71.55
MEE Sludge	260.28	257.87
Other Non-hazardous waste generated (H).	0.011	0.004
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>4,226.02</b>	<b>3,850.03</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	<b>5.93</b>	<b>5.35</b>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	<b>0.26</b>	<b>0.239</b>
<b>Waste intensity in terms of physical output</b>	-	-
<b>Waste intensity (optional)</b> – the relevant metric may be selected by the entity	-	-

**For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)**

Category	FY 2023-24	FY 2022-23
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>-</b>	<b>-</b>

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

Category	FY 2023-24	FY 2022-23
(i) Incineration:	36.32	26.57
(ii) Landfilling	341.7	329.46
(iii) Other disposal operations	3,848	3,494
<b>Total</b>	<b>4,226.02</b>	<b>3,850.03</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.:** There is no Independent Assessment done. All the required statutory and internal inspections/ audits are carried out on a periodic basis.

**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.**

The Company is dedicated to implementing comprehensive waste management practices across all its establishments to minimize environmental impact.

In terms of waste management, the Company prioritizes the principles of waste reduction, and recycling. Through rigorous waste segregation practices, the Company ensures the proper disposal and recycling of different waste streams, including plastics, paper, and electronic waste through authorised waste recycling vendors .

Furthermore, hazardous waste materials are carefully handled and disposed of in strict accordance with regulatory requirements to prevent environmental contamination and safeguard public health. Municipal waste is disposed of in accordance with applicable Solid Waste Management Rules.

Regarding the chemical reduction strategy, the Company has adopted a proactive approach to minimize the usage of harmful chemicals in its products and manufacturing processes. The Company has installed a high-capacity effluent treatment plant at its factory where the discarded water is treated before being released in the environment. The Company continuously evaluates alternative, environmentally friendly materials and processes to reduce its reliance on hazardous substances. Additionally, stringent controls and guidelines are implemented to ensure the safe handling, storage, and disposal of chemicals used throughout the operations.

**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:**

The Company does not have any offices or operational site in any of the ecologically sensitive areas.

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

The Company has not carried out any environmental impact assessment in current FY 2023-24.

**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:**

The Company is compliant with all applicable environmental laws/ regulations/ guidelines and there were no non-compliances.

## Leadership Indicators

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

Since none of the Company's facilities or manufacturing locations are situated in areas facing water stress, the disclosure requirement related to water stress is not applicable.

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

The Company is currently not tracking the Scope 3 emissions for the reporting period; however, the Company is actively engaged in the development of systems to track and record the relevant data, with the aim of making it available in the upcoming years.

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

Currently none of the locations (including factories and offices) of the Company fall in/around 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:**

The Company has not taken any initiatives for the FY 2023-24.

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

Yes, the Company has a comprehensive business continuity and disaster management plan in place. This plan outlines procedures and protocols to ensure the organization can effectively respond to and recover from various disruptions, including natural disasters, pandemics, and other emergencies. It includes strategies for maintaining critical operations, ensuring employee safety, and minimizing downtime.

**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?**

The Company acknowledges the importance of its value chain partners and recognizes the potential for significant adverse impacts on the environment. While the Company strives to minimize environmental risks throughout its value chain, it remains careful in identifying and addressing any adverse impacts that may arise. If any significant risk is highlighted, the supplier needs to immediately redress it or may lead to discontinuation of business relationship.

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

The Company has not undertaken any environmental impact assessment of value chain partners in FY 2023–24.

**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.**

Blue Jet Healthcare is affiliated with 4 (Four) National Trade and Industry Chambers.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	DGFT(Director General of Foreign Trade)	National
2	Chemexcil	National
3	Bombay Chamber of Commerce	State
4	Export Inspection Agency	National
5	Pharmexcil (Under Process)	National

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

No, there were no cases of anti-competitive conduct during the reporting period.

### Leadership Indicators

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

The Company does not currently advocate for any public policy positions. The Company has a Code of Conduct Policy to ensure that the highest standards of business conduct are followed while engaging with Trade associations/Industry bodies.

**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.**

Blue Jet Healthcare has not conducted any Social Impact Assessments (SIA) for projects undertaken in the current financial year.

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

The Company does not have any ongoing Rehabilitation and Resettlement (R&R) for FY 2023–24.

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

The Company has established multiple channels to facilitate the formal registration and resolution of grievances from the community. These channels include:

- **Email Correspondence:** Community members can utilize dedicated email addresses, such as info@bluejethealthcare.com, to submit their grievances electronically.
- **In-Person Contact:** The Company’s offices welcome community members to visit directly, where designated personnel are available to listen to concerns, offer guidance, and initiate the grievance redressal process.
- **Mobile Contact:** Recognizing the importance of mobile communication, community members can also reach the Company by dialling the dedicated contact number, + 91-22-41840550, to provide information and seek necessary assistance levels.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	5.17%	19.22%
Sourced directly from within the district and neighboring districts	28.16%	39.99%

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

Location	FY 2023-24	FY 2022-23
Rural	3.32%	3.82%
Semi-urban	9.47%	7.07%
Urban	87.22%	89.11%
Metropolitan	--	--

**Leadership Indicators**

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

Not Applicable.

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

No CSR projects are being undertaken in designated aspirational districts as identified by government bodies.

**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 have a preferential procurement policy in place.

**(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:**

The Company does not derive any benefits from intellectual properties owned or acquired based on traditional knowledge.

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

Not Applicable.

**6. Details of beneficiaries of CSR Projects:**

As part of its commitment to corporate social responsibility, the Company actively supports educational initiatives by funding the establishment of schools in rural areas. This endeavor specifically focuses on empowering and uplifting vulnerable and marginalized communities through access to quality education, fostering their holistic development.

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

### Essential Indicators

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

The Company, as a B2B business, has established efficient mechanisms for receiving and responding to feedback and complaints from its clients. It provides multiple communication channels, including dedicated client support lines, email contacts, and online feedback forms, facilitating easy and prompt communication. Trained client service representatives are available to address and resolve any concerns raised by clients swiftly, ensuring client satisfaction and maintaining strong business relationships. Moreover, the Company conducts regular reviews of feedback trends to identify areas for improvement in its products and services, aligning with the specific needs and expectations of its clientele.

#### 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	100%
Safe and responsible usage	100%
Recycling and/or Safe Disposal	0

	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	Nil	0	0	Nil
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	
Others	0	0		0	0	

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

Aspect	Number	Reason for Recall
Voluntary recall /Mock recall	Twice (Product : 5-Cyanothaide)	Vendor rejected due to failing in unknown impurity & Sulfur content at their end
Forced recall	NA	NA

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

Yes, the Company has a framework and policy in place regarding cybersecurity and risks associated with data privacy. The policy document is available on the Company's intranet for internal reference and adherence. The Company has also formulated and implemented a risk management policy in place.

#### 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.

There has been no such instance which has occurred during the FY 2023-24.

**7. Provide the following information relating to data breaches:**

- a. Number of instances of data breaches** - There have been no instances of data breaches in the FY 2023-24.
- b. Percentage of data breaches involving personally identifiable information of customers** - Not Applicable
- c. Impact, if any, of the data breaches** - As there have not been any instances of data breaches, this question is not applicable.

## Leadership Indicators

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

Yes, the Company offers dedicated platforms and channels for accessing information about its products and services. This information can be found on the Company's website: [www.bluejethealthcare.com](http://www.bluejethealthcare.com). The website provides comprehensive details about the Company's products and services.

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

The Company fulfills its regulatory obligations by educating stakeholders about the safe and responsible usage of its products. Information regarding safe usage is provided on each product packaging or label, ensuring consumers are well-informed about proper product usage.

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

The Company has established effective mechanisms to inform consumers of any potential risks of disruption or discontinuation of essential services. These mechanisms include proactive communication channels such as email notifications, SMS alerts, and updates on the Company's website. No major disruption/discontinuation of essential services were reported in FY 2023-24.

**4. Did your entity carry out any survey about 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).**

Yes, the company conducts annual survey to gauge customer satisfaction related to our products on aspects such as timely delivery, company's branding, recommendation, and any other specific experience/feedback that the customers want to provide.