



JKTIL:SECTL:SE:AGM 2022

Date : 1st August 2022

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


Re: Business Responsibility and Sustainability Report

Dear Sir,

We enclose herewith Company's first Business Responsibility and Sustainability Report for the financial year 2021-22 in the format as specified by the Securities and Exchange Board of India. As a responsible business practice, we may mention that inclusion of BRSR has been advanced voluntarily by one year, though it is applicable from the next year. The Integrated Annual Report of the Company is available on the website of the Company at the link <https://www.jktyre.com/annualreports.aspx>

Thanking you,

Yours faithfully,  
for JK Tyre & Industries Ltd.

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

Encl: As above



# Business Responsibility & Sustainability Report (BRSR)

## Section A: General Disclosures

### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L67120RJ1951PLC045966
2. Name of the Listed Entity	JK Tyre & Industries Ltd.
3. Year of incorporation	1951
4. Registered office address	Jaykaygram, PO - Tyre Factory, Kankroli - 313 342 (Rajasthan)
5. Corporate address	3, Bahadur Shah Zafar Marg, New Delhi- 110 002
6. E-mail	investorjkyre@jkmail.com
7. Telephone	02952-233400/ 233000
8. Website	<a href="http://www.jktyre.com">www.jktyre.com</a>
9. Financial year for which reporting is being done	2021-22
10. Name of the Stock Exchange(s) where shares are listed	BSE Ltd. and National Stock Exchange of India Ltd.
11. Paid-up Capital	₹49.25 Crore
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri Arun K. Bajoria Director & President-International Operations Tel. Number- +91 11 68201106 E-mail id: akbajoria@jkmail.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosures under this report are made on a standalone basis

### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacturing and Sale of Automotive Tyre, Tubes & Flaps and ancillary services.	99.62%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Automotive Tyres, tube and Flaps	22111* *As per National Industrial Classification (2008)	99.62 %

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	6 (at 4 locations)	181	187
International	NIL	3	3

#### 17. Markets served by the entity:

##### a. Number of locations

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

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

Exports from India – ₹1,566.15 crores

% to Total Turnover – 19.42%

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

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

**IV. Employees****18. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1920	1881	97.97%	39	2.03%
2.	Other than	241	239	99.17%	2	0.83%
<b>Permanent (E)</b>						
<b>3.</b>	<b>Total employees (D + E)</b>	<b>2161</b>	<b>2120</b>	<b>98.10%</b>	<b>41</b>	<b>1.90%</b>
<b>WORKERS</b>						
4.	Permanent (F)	3975	3968	99.82%	7	0.18%
5.	Other than Permanent (G)	5189	5125	98.77%	64	1.33%
<b>6.</b>	<b>Total workers (F + G)</b>	<b>9164</b>	<b>9093</b>	<b>99.22%</b>	<b>71</b>	<b>0.78%</b>

**b. Differently abled Employees and workers:**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent (D)	1	1	100%	-	-
2.	Other than Permanent (E)	-	-	-	-	-
<b>3.</b>	<b>Total differently abled employees (D + E)</b>	<b>1</b>	<b>1</b>	<b>100%</b>	<b>-</b>	<b>-</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	10	10	100%	-	-
5.	Other than Permanent (G)	0	0	-	-	-
<b>6.</b>	<b>Total differently abled workers (F + G)</b>	<b>10</b>	<b>10</b>	<b>100%</b>	<b>-</b>	<b>-</b>

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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	12	2	16.66%
Key Management Personnel*	5	0	NIL

\*Including three Executive Directors

**20. Turnover rate for permanent employees and workers**

(Disclose trends for the past 3 years)

	FY 2021-22 (Turnover rate in current FY)			FY 2020-21 (Turnover rate in previous FY)			FY 2019-20 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	199 (9.4%)	7 (0.3%)	206 (9.71%)	172 (7.88%)	2 (0%)	174 (7.97%)	227 (10.12%)	5 (0.2%)	232 (10.34%)
Permanent Workers	161 (4.38%)	-	161 (4.38%)	97 (2.53%)	-	97 (2.53%)	115 (2.73%)	4 (0.09%)	119 (2.82%)

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****21. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity @	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)	
1	Bengal & Assam Company Ltd.	Holding	52.80%	NO	
2	J. K. International Ltd.	Subsidiary	100%	These are foreign entities. Hence, they follow the laws of their respective countries/regions.	
3	J. K. Asia Pacific Ltd.	Subsidiary	100%		
4	J. K. Asia Pacific (S) Pte. Ltd.	Subsidiary	100%		
5	3D Innovations Pvt. Ltd.	Subsidiary	100%		NO
6	Cavendish Industries Ltd.	Subsidiary	87.46%	YES	
7	Lankros Holdings Ltd.	Subsidiary	100%	These are foreign entities. Hence, they follow the laws of their respective countries/regions.	
8	Sarvi Holdings Switzerland AG	Subsidiary	100%		
9	JK Tornel, S.A. de C.V	Subsidiary	99.98%		
10	Comercializadora América Universal, S.A. de C.V	Subsidiary	99.98%		
11	Compañía Hulera Tacuba S.A. de C.V	Subsidiary	99.98%		
12	Compañía Hulera Tornel, S.A. de C.V	Subsidiary	99.98%		
13	Compañía Inmobiliaria Norida, S.A. de C.V.	Subsidiary	99.98%		
14	General de Inmuebles Industriales, S.A. de C.V	Subsidiary	99.98%		
15	Gintor Administración, S.A. de C.V	Subsidiary	99.98%		
16	Hules Y Procesos Tornel S.A. de C.V.	Subsidiary	99.98%		
17	Valiant Pacific LLC	Associate	49%		
18	Western Tire Holdings, Inc.	Associate	40%		
19	Hari Shankar Singhania Elastomer & Tyre Research Institute #	Associate	24%		YES
20	Dwarkesh Energy Ltd.	Associate	35% (OCCRPS -33.33% **)		NO
21	Treel Mobility Solutions Pvt. Ltd.	Associate	26%		YES

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

\*\* OCCRPS - Optionally Convertible Cumulative Redeemable Preference Shares

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

**VI. CSR Details****22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes✓/ No)**(ii) Turnover (in ₹) **8,062.26 crores**(iii) Net worth (in ₹) **2,526.10 crores**

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Investors (other than shareholders)	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Shareholders	Yes** <a href="http://www.jktyre.com">www.jktyre.com</a>	4	0	**	2	0	**
Employees and workers	Yes#	0	0	-	0	0	-
Customers	Yes <a href="http://www.jktyre.com">www.jktyre.com</a>	2397	0	-	1840	0	-
Value Chain Partners	Yes <a href="http://www.jktyre.com">www.jktyre.com</a>	0	0	-	0	0	-
Others-Local community	Yes <a href="http://www.jktyre.com">www.jktyre.com</a>	0	Regular connect with Local communities through various need-based CSR interventions		0	0	-

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

# Web link of the Policy is not available, only policy is available – “SAMADHAN” at Kankroli Tyre Plant..

### 24. Overview of the entity’s material responsible business conduct issues.

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Please refer the “Materiality section” of our Integrated Annual Report 2021-22					

## Section B: Management and Process Disclosures

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/ No)- <b>NOTE 1</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available- <b>Note 2</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	IATF 16949, SA 8000, ISO 22301	ISO 45001, ISO 14001, ISO 50001	ISO 45001, SA 8000, British Safety Council OHS system	IATF 16949	SA 8000	ISO 14001, ISO 14001, Green Co Rating, British Safety Council FSES system	SA 8000, Sustainability Reporting as per GRI	ISO 22301	IATF 16949
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Goals and targets are set annually and specific commitments are set periodically. Specific sustainability targets have been identified and timelines for achieving carbon neutrality are being defined. We, at JK Tyre pursue a Quality Journey. Our Mission statement, Manufacturing Excellence, specific long term & short-term goals are all approved by top management.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	For all identified KPIs, performance reviews are conducted on an annual basis by the Top Management in Business Review meetings.								

**Note 1** - These Policies, however, have been signed by Director & President - International Operations.

**Note 2** - It has been the Company's practice to upload all the policies on the intranet site for the information and implementation by internal stakeholders. The Code of Conduct for Board Members and Senior Management, and CSR Policy are available on the website of the Company - <http://www.jktyre.com/codeofconduct.aspx> and <http://www.jktyre.com/CSRPolicy.pdf>

**Governance, leadership and oversight**

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements: <b>Reply:</b> We at JK tyre are committed to inclusive growth objectives as targeted through UN Sustainable development goals. We as a responsible corporate citizen continue to strive for improving our performance towards environmental and social impacts while maintaining focus on economic development.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Shri Arun K. Bajoria Director & President - International Operations DIN: 00026540								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Corporate Social Responsibility Committee of the Board of Directors is responsible for implementation of BR policies. The Committee comprises of the following Directors:								
	Name		DIN		Designation				
	Dr. Raghupati Singhania, Chairman of the Committee		00036129		Chairman & Managing Director				
	Shri Arvind Singh Mewar, Member		00008244		Independent Director				
	Smt Meera Shankar, Member		06374957		Independent Director				
	Shri Arun K. Bajoria, Member		00026540		Director & President - International Operations				

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Performance review of selected Key Performance Indicators are conducted by Director -Manufacturing at defined frequency									Review frequency of all the KPIs are defined (IATF, ISO 14001, ISO 45001, ISO 50001 – Monthly) (ISO 14064 - Quarterly) (SA 8000 – Half yearly).								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Compliance review of statutory requirements are being done by Top Management including rectification of Non-Compliances.									Monthly Report to Top Management by Plant Head for all statutory compliance.								

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

**Reply-** Yes, Independent assessment is done by the following agencies:

**P1** IATF & ISO 22301 by DNV & SA 8000 by BSI- India

**P2** ISO 45001 & ISO 14001 by DNV & ISO 14064 & ISO 50001 by BSI- India

**P3** SA 8000 by BSI-India & ISO 45001 by DNV

**P4** IATF 16949 by DNV & SA 8000 by DNV

**P5** SA 8000 by BSI- India

**P6** ISO 14001 by DNV , Green Co by CII & FSES System by British Safety Council

**P7** SA 8000 & sustainability Reporting as per GRI by BSI- India

**P8** ISO 22301 by DNV

**P9** IATF 16949 by DNV

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

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

### Section C: Principle Wise Performance Disclosure

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

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

##### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	2	Sustainability* Digital Transformation**	100%
Key Managerial Personnel	2	Sustainability* Digital Transformation**	100%
Employees other than BoD and KMPs	90	Effective Leadership Managerial Excellence SA 8000	100%
Workers	115	Culture of High Performance SA 8000	100%

\* All constituents/all stakeholders have been sensitized towards the need for sustainable business.

\*\* In order to be in sync with changing business dynamics, various operations/ processes of the Company are being digitalized to eliminate the element of human involvement and human error.

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	P9	Competition Commission of India (CCI)	₹309.95 crore	The order of Competition Commission of India (CCI) dated 31 <sup>st</sup> August 2018, for alleged contravention of Section 3 of the Competition Act, 2002 published on 2 <sup>nd</sup> February 2022.	YES
Settlement	-	-	-	-	-
Compounding Fee	-	-	-	-	-

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

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

Case Details	Name of the regulatory/enforcement agencies/ judicial institutions
On 2 <sup>nd</sup> February 2022, CCI published an order dated 31 <sup>st</sup> August 2018, for alleged contravention of Section 3 of the Competition Act, 2002 against JK Tyre & Industries Ltd. ("Company") and certain other domestic tyre manufacturing companies and has imposed a penalty of ₹309.95 Crore on the Company and a penalty of ₹16.45 Lakh under Section 48 of the Competition Act, 2002 against Director & President - International Operations of the Company.	The Company has filed an Appeal on 29 <sup>th</sup> March 2022 before the Hon'ble National Company Law Appellate Tribunal ('NCLAT') against the said CCI Order dated 31 <sup>st</sup> August 2018.  On the same day, the Director & President - International Operations has also filed an appeal before the NCLAT against the said order dated 31 <sup>st</sup> August 2018.

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

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

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

	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2021-22 (Current Financial Year)		FY 2020-21 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	N.A.	NIL	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	N.A.	NIL	N.A.



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

### Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Channel partners- 26 Nos.	Principle 1 to 9	More than 50%
Suppliers- 13 Nos.	Principle 1 to 9	More than 50%

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

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

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

#### Essential Indicators

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

	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)	Details of Improvement in Environmental & social impacts
R&D	0.56%	0.23%	Our material sustainability projects are addressing the “Effect of Tyres on Environment” which will help the environment as well as society in the following ways: 1. Reduce petroleum based raw material consumption, which will help to save Mother Earth. 2. Increase use of recycled materials in Tyre manufacturing will help to reuse / recycle used tyres and in turn will reduce environmental burden as tyre is a non-biodegradable material 3. Reduce CO2 emission in the environment, which will help reduce green-house gas emissions
Capex	7.44%	4.77%	

2. a. Does the entity have procedures in place for sustainable sourcing?

**Reply:** Yes, we do have a Sustainable Procurement Policy and the same is on our website

[https://jktyre.com/PDF\\_Corporate\\_Policy.pdf](https://jktyre.com/PDF_Corporate_Policy.pdf)

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

**Reply:** 47.6% of the input raw materials (by weight) and 47.1% (by value) are sustainably sourced and all our procurement processes are 99% sustainable.

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

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

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

**Reply:** Yes, EPR will be applicable to the entity’s activities. EPR as a subject is being addressed in the country for End of Life Tyre (ELT), by MoEF & CC, Govt of India. JK Tyre, being a member of ATMA and ITTAC, which are represented in the forum for addressing EPR, is actively participating in the discussions with the Govt of India

The products which are under our control for example:

1. Claim tyres received from the market
2. Process scrap tyres
3. Tyres used for destructive testing

These are being handled appropriately. No tyre is used in any of the non-approved activity such as land fill, burning etc.

### Leadership Indicators

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

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

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
C22	10.00-20 16 PR Jet R Miles	3.5%	Cradle to Grave (at Kankroli & Mysuru plant)	Yes	No
C22	215/60 R17 UX Royale	1.9%	Cradle to Grave (at Chennai plant)	Yes	No
C22	7.00R15 Steel King TT 12PR	4%	Cradle to Grave (at Mysuru & Banmore plant)	Yes	No

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

Name of Product / Service	Description of the risk / concern	Action Taken
Tyre Tube and Flap	Wrong usage of Waste / End of Life Tyre (ELT)	Handling through Approved Vendors

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

Indicate Input Material	Recycled or Reused Input Material to Total Material	
	Current FY 2021-22	Previous FY 2020-21
Reclaimed, Reprocessed, De-Vulcanized & Crumb Rubber	0.3% by Value	0.3% by Value
	0.9% by Weight	0.9% by Weight

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2021-22 (Turnover rate in current FY)			FY 2020-21 (Turnover rate in previous FY)		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastic (including Packaging)	-	101.07	958.6	-	86.27	610.2
E-waste	-	-	10.9	-	-	4.5
Hazardous waste	-	-	529.9	-	-	419.9
Other waste	-	-	8,510.9	-	-	6,190

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NOT APPLICABLE	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	1881	1881	100%	1881	100%	-	-	-	-	-	-
Female	39	39	100%	39	100%	39	100%	-	-	-	-
<b>Total</b>	<b>1920</b>	<b>1920</b>	<b>100%</b>	<b>1920</b>	<b>100%</b>	<b>39</b>	<b>100%</b>	-	-	-	-
<b>Other than Permanent employees</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</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 employees</b>											
Male	3968	-	-	3968	100%	-	-	-	-	-	-
Female	7	-	-	7	100%	7	100%	-	-	-	-
<b>Total</b>	<b>3975</b>	-	-	<b>3975</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	-	-	-	-
<b>Other than Permanent employees</b>											
Male	5125	-	-	5125	100%	-	-	-	-	-	-
Female	64	-	-	64	100%	64	100%	-	-	-	-
<b>Total</b>	<b>5189</b>	-	-	<b>5189</b>	<b>100%</b>	<b>64</b>	<b>100%</b>	-	-	-	-

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

Benefits	FY 2021-22 (Turnover rate in current FY)			FY 2020-21 (Turnover rate in previous FY)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	As per act	As per act	Yes	As per act	As per act	Yes
Others – please specify	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

3. Accessibility of workplaces

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

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

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

**Reply:** JK Tyre is committed to being an equal opportunity employer and ensures an inclusive workplace for all. Web link: [https://jktyre.com/PDF\\_Corporate\\_Policy.pdf](https://jktyre.com/PDF_Corporate_Policy.pdf)

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.
<b>Total</b>	<b>N.A.</b>	<b>N.A.</b>	<b>N.A.</b>	<b>N.A.</b>

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

**Reply:** Yes, we do have the mechanisms in place the details of which are mentioned below:

**Permanent Workers:** A detailed grievance handling procedure is in place. Different redressal committees like Safety committee, Canteen committee, PF committee, Benevolent Fund Committee, Cultural Committees, POSH Committee etc. are functioning regularly and addressing the issues immediately. In case of non- redressal, Union office bearers put up the issues before the management and same are resolved subject to merits of the issue.

**Other than Permanent Workers:** Badlis & Contract Workmen raise their grievances through their respective line managers, if not resolved, they can escalate the same to the HR Department through their respective contractors.

**Permanent Employees:** As a part of our open and transparent culture, we follow open door policy. So, every employee can share their concerns to their functional heads or leaders at any point in time.

**Other than Permanent Employees:** They can directly approach the respective HODs/ In charges and the same is addressed by the respective HODs/ in charges.

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

Category	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees /workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	<b>N.A.</b>					
- Male	<b>N.A.</b>			N/A – as MCS are not associated with unions		
- Female	<b>N.A.</b>					
<b>Total Permanent Workers</b>	<b>3975</b>	3265	88.14%	3443	3345	97.15%
- Male	<b>3968</b>	3259	81.13%	3435	3337	97.14%
- Female	<b>7</b>	7	100%	8	8	100%

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

Category	FY 2021-22 Current Financial Year					FY 2020-21 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	1881	1615	85.86	1789	95.11	1858	1719	92.52	1725	92.84
Female	39	39	100	34	87.18	33	33	100	30	90.91
<b>Total</b>	<b>1920</b>	<b>1654</b>	<b>86.14</b>	<b>1823</b>	<b>94.95</b>	<b>1891</b>	<b>1752</b>	<b>92.65</b>	<b>1755</b>	<b>92.81</b>
<b>Workers</b>										
Male	3968	2704	68.14	3156	79.53	4214	2617	62.10	3054	72.47
Female	7	7	100	7	100	10	10	100	10	100
<b>Total</b>	<b>3975</b>	<b>2710</b>	<b>68.17</b>	<b>3162</b>	<b>79.54</b>	<b>4224</b>	<b>2627</b>	<b>62.19</b>	<b>3064</b>	<b>72.53</b>

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

Category	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	1881	1759	93.51%	1877	1738	93%
Female	39	34	87.18%	44	38	86%
<b>Total</b>	<b>1920</b>	<b>1793</b>	<b>93.39%</b>	<b>1921</b>	<b>1776</b>	<b>92%</b>
<b>Workers</b>						
Male	3968	3788	95.47%	4214	4126	98%
Female	7	7	100%	10	9	90%
<b>Total</b>	<b>3975</b>	<b>3795</b>	<b>95.47%</b>	<b>4224</b>	<b>4135</b>	<b>97.90%</b>

## 10. Health and safety management system:

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

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

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

**Employee Selection Process:**

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

**Contractor Selection Process:**

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

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

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

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

- |                        |                                |                        |
|------------------------|--------------------------------|------------------------|
| a) Hot work permit     | b) Confined space entry permit | c) Height work permit  |
| d) General work permit | e) Electrical work permit      | f) Lifting work permit |

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. **(Yes✓/ No)**

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

- Safety Patrol
- Work place Inspections (Like Mill Safety, PPE, Safety Devices, etc.)
- Safety Audits (Like Walk-through audit, Interdepartmental audit, Monthly theme wise Audit etc.)
- On the job "know your machine" trainings at the Shop Floor
- Safety Committee meetings
- Mock Drills

- Feedback received from the outcome of risk assessment, suggestions, investigation process, behavior based safety observations, audit outcomes etc. are recorded and monitored as part of continual improvement
- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? **(Yes✓/ No)**
- Reply:** Yes, we are operating full-fledged 24 X 7 Occupational Health Centres (OHCs)
- We have deployed qualified Doctors with Associate Fellowship and Industrial Hygiene (AFIH) degrees
  - Qualified male and female nurses
  - Ambulance drivers having valid license for driving the Ambulance
  - OHC are equipped with necessary medical equipment's as per the Factories Act Norms

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

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

Safety Incident/Number	Category	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	0.09	0.20
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	2	4
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

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

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

Following are the mechanism being used for monitoring our workplaces:

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

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

	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	1	NIL	N.A.	6	NIL	N.A.
Health & Safety	14	4	N.A.	74	3	N.A.

## 14. Assessments for the year:

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

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

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

## Leadership Indicators

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

**Reply:** Yes, for both employees and workers.

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

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

## 3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been 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 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)	FY 2021-22 (Current Financial year)	FY 2020-21 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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

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

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

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Conducted at Leading material suppliers only as per Standard vendor audit procedure.
Working Conditions	As above mentioned for Health and safety practices.

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

**Reply:** No significant risk identified in the above audits.



**Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders****Essential Indicators**

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

**Reply:** The Company believes that an effective stakeholder engagement process is necessary for achieving its sustainability goal of inclusive growth and therefore, it is mandatory to clearly identify and map all concerned internal and external stakeholders. The Company has put in place systems and processes to identify, prioritize and address the needs and concerns of its stakeholders across all plant locations and other areas of its presence.

The Company has various mechanisms in place for engagement with these stakeholders such as employee engagement study, customer satisfaction surveys, organizing plant visits for the suppliers and for the investors, regular dealers' meet and lenders' meet, etc. There is also a dedicated email id for all stakeholders to engage with the Company.

This helped the Company in developing strong relationships with a large number of stakeholders. The lasting partnerships built with local communities and various other stakeholders have created a win-win situation for the Company and it's stakeholders mutually contributing and supporting the growth and development of each other.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Email, Meetings, Newspaper, Company website, Stock exchanges, other Statutory Authority	Regularly through Company's website and website of stock exchanges, through Annual General Meetings	Disseminating and sharing of information with the shareholders with a view to update and also to seek their approval, etc. as may be required.
Institutional Investors	No	Meetings, Stock exchanges	Quarterly	Sharing the working and challenges
Investors other than Shareholders	No	Email, Newspaper, company website	Regularly	-
Vendors	No	Supplier meets	Half yearly, Annually	Env. health & safety and social policy development
Customers	No	Feedback surveys, customer meets, fitment surveys, 1 on 1 interactions	Need based, Periodically	Complaints handling and new product development communication
Statutory body	No	Interactions, Industry forum meets	Need based	Compliance, Industry concerns, Govt expectations
Employees	No	V connect, displays, trainings, SAMVAD, app-based learning, focused group discussions	Daily, weekly, monthly, need based, annually	Industry scenario, challenges/ issues, employee well-being, Grievance handling, career development
Community	Yes	Community meetings with local people. Leaders, NGOs, Government Departments, etc.	Annually and need based (Direct connect through CSR interventions)	Education, community health, livelihood & water based CSR interventions.
Channel partners	No	Dealer meets, audits, Training JK tyre dealer clubs, 1 on 1 interactions	Weekly, Monthly, Annually, Need based	Customer relationship, product knowledge

**Leadership Indicators**

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

**Reply:** Please refer to the stakeholder engagement section of Integrated annual report.

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

**Reply:** Please refer to the stakeholder engagement section of Integrated annual report.

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

**Reply:** JK Tyre always consciously acts as a responsible organization and engages with the marginalized and vulnerable sections of society. Our major engagement channels are with local communities and other stakeholders like drivers and transporters benefitting through our CSR interventions. We engage with them frequently through need assessment and other participatory methods to understand their needs and impact of our interventions. We have also provided essential COVID-19 relief to our various stakeholders such as society around us comprising local communities, hospitals, employees, workmen and business partners.

## 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 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Total (A)	No. of employees workers covered (B)	% (B / A)	Total (C)	No. of employees workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	1920	350	18.23%	1896	314	16.56%
Other permanent than	241	0	-	0	0	-
<b>Total Employees</b>	<b>2161</b>	<b>350</b>	<b>18.23%</b>	<b>1896</b>	<b>314</b>	<b>16.56%</b>
<b>Workers</b>						
Permanent	3975	1954	49.16%	4017	1912	47.59%
Other permanent than	5189	2554	49.22%	5373	2512	46.75%
<b>Total Employees</b>	<b>9164</b>	<b>4508</b>	<b>49.19%</b>	<b>9390</b>	<b>4424</b>	<b>47.11%</b>

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

Category	FY 2021-22 Current Financial Year					FY 2020-21 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>	<b>1920</b>	-	-	<b>1920</b>	<b>100%</b>	<b>1921</b>	-	-	<b>1921</b>	<b>100%</b>
Male	1881	-	-	1881	100%	1877	-	-	1877	100%
Female	39	-	-	39	100%	44	-	-	44	100%
<b>Other than Permanent</b>	<b>241</b>	-	-	<b>241</b>	<b>100%</b>	-	-	-	-	-
Male	239	-	-	-	-	-	-	-	-	-
Female	2	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>	<b>3975</b>	-	-	<b>3975</b>	<b>100%</b>	<b>4017</b>	-	-	<b>4017</b>	<b>100%</b>
Male	3968	-	-	3968	100%	4009	-	-	4009	100%
Female	7	-	-	7	100%	8	-	-	8	100%
<b>Other than Permanent</b>	<b>5189</b>	<b>5119</b>	<b>98.65%</b>	<b>70</b>	<b>1.37%</b>	<b>5234</b>	<b>5167</b>	<b>98.72%</b>	<b>67</b>	<b>1.30%</b>
Male	5125	5055	98.63%	70	1.37%	5173	5106	98.70%	67	1.30%
Female	64	64	100%	-	-	61	61	100%	-	-

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

	Male		Female	
	No.	Median remuneration/salary/wages of respective category	No.	Median remuneration/salary/wages of respective category
Board of Directors (BoD)-Executive Directors (ED)*	3	₹8,87,39,054	0	-
BOD- Non EDs	7	₹19,25,000	2	₹16,95,000
Key Managerial Persons**	5	₹1,85,23,253	0	-
Employees other than BoD and KMP	1881	₹8,74,716	39	₹9,39,713
Workers	3968	₹4,65,888	7	₹7,80,023

\* The remuneration of one Executive Director (ED), who relinquished his office w.e.f. from 01.10.2021, is not considered in Median Calculation as his remuneration is only for the part of year.

\*\* The median remuneration of 3 Executive Directors (KMPs) is covered as a part of Board of Directors, therefore not included in the median remuneration paid to KMPs.

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

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

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

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

	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NIL	NIL	NIL	NIL	NIL
Discrimination at workplace	NIL	NIL	NIL	NIL	NIL	NIL
Child Labour	NA.	N.A	N.A	NA.	N.A	N.A
Forced Labour / Involuntary Labour	NIL	NIL	NIL	NIL	NIL	NIL
Wages	NIL	NIL	NIL	NIL	NIL	NIL
Other human rights related issues	NIL	NIL	NIL	NIL	NIL	NIL

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

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

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

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

## 9. Assessments for the year:

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

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

**Reply:** Not applicable

### Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.- **No**
2. Details of the scope and coverage of any Human rights due-diligence conducted- **N.A.**
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?- **Yes**
4. Details on assessment of value chain partners:

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

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

**Reply:** Not applicable

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

#### Essential Indicators

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

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Total electricity consumption (A)	8,99,706 G.J.	7,51,735 G.J.
Total fuel consumption (B)	19,14,579 G.J.	15,71,083 G.J.
Energy consumption through other sources (C)	-	-
<b>Total energy consumption (A+B+C)</b>	<b>28,14,285 G.J.</b>	<b>23,22,818 G.J.</b>
<b>Energy intensity per Crore rupees of turnover</b> (Total energy consumption/ turnover in Crore rupees)	349.07	376.42
Energy intensity (optional)	8.83 GJ/Ton of Finished product	8.92 GJ/Ton of Finished product

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

**Reply:** Yes, in 2021-22, such assessment is carried out by the Independent agency-BSI, India

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

**Reply:** N.A.

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

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	3,97,875	3,65,772
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others*	1,52,790	1,26,188
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>5,50,665</b>	<b>4,91,960</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>5,50,665</b>	<b>4,91,960</b>
<b>Water intensity per Crore rupee of turnover</b> (Water consumed / turnover in Crore)	68.30	79.73
<b>Water intensity</b> (optional)	1.72 Ltr/Kg of output	1.87 Ltr/Kg of output

\* Includes Rain water harvesting and Tertiary treated reverse osmosis (TTRO) water (Sewage treated)

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

**Reply:** Yes, pre-assessment of water stewardship has been done for all plant location of JK Tyre by 3<sup>rd</sup> party Chakra4 sustainability consultancy services for the FY 2020-21 and for FY 2021-22.

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

**Reply:** We, at JK Tyre have implemented Zero Effluent Discharge (ZED) according to Pollution Control Board guidelines of the states. Two of our plants which is Kankroli tyre plant (Rajasthan) and Chennai Tyre plant (Tamil Nadu) have implemented ZLD through the Multi effect evaporators technology (MEET) and ZLD is complied/ Certified by 3<sup>rd</sup> party by BSI for Chennai Tyre plant and the Certification for Kankroli tyre plant is under process.

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

Parameter	Please specify unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
NOx	µg/M <sup>3</sup>	Max up to 45.28	Max up to 53.43
SOx	µg/M <sup>3</sup>	Max up to 15.54	Max up to 15.01
Particulate Matter (PM)	mg//NM <sup>3</sup>	Max up to 94.6	Max up to 94.7
Persistent Organic Pollutants (POP)		N.A.	N.A.
Volatile Organic Compounds (VOC)	µg/M <sup>3</sup>	Max up to 153	Max up to 155
Hazardous Air Pollutants (HAP)		N.A.	N.A.
Others – please Specify		N.A.	N.A.

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

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

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

**Kankroli Tyre Plant** - Apex enviro laboratory

**Banmore Tyre Plant** - Advanced Environmental Testing and Research Lab Pvt. Ltd.

**Chennai Tyre Plant** - Eco care engineering Pvt. Ltd.

**Vikrant Tyre Plant** - Ganesh Consultancy & Analytical service

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

Plant	Parameter	Unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
<b>JKTIL (Excluding Cavendish)</b>	<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	1,56,036.80	1,43,342.12
	<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	93,055.85	74,603.94
	<b>Total Scope 1 and Scope 2 emissions per Crore rupees of turnover</b>	Metric tonnes of CO <sub>2</sub> equivalent	2,49,092.64	2,17,946.06
	<b>Production</b>	Metric tonnes	3,18,733.63	2,62,273.38
	<b>Total Scope 1 and Scope 2 emission intensity</b> (optional)	eCO <sub>2</sub> /Ton	0.7815 per ton of finished product	0.8310 per ton of finished product

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

**Reply:** Data of FY 2020-21 and FY 2021-22 are verified by external party BSI - India as per ISO 14064:2018.

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

**Reply:** Each year JKTIL is investing on Energy conservation projects and we are able to reduce Green House Gas emission.

Some of the Energy Conservation Projects Implemented in FY 2021-22 include:

- Energy Saving by GAS Heating on Dryer Zone HOT canes IPO Electrical Heating.
  - Power Saving by provision of VFD along with IE-3 Motor on various equipment.
  - Power Saving by Upgradation of Old & Inefficient AHUs by Energy Efficient fans and pumps.
  - Provision of VFD on Roof ventilation Fan and to Control Speed as per Seasonal Variation.
  - Provision of Isolation valves on Main Air Line to avoid Air Losses during idling time and thus save energy.
  - Power Saving by Provision of PCI Air Recovery from Large Sizes
  - Provision of VFD on with energy efficient Pumps on cooling tower.
8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	958.62	610.25
E-waste (B)	10.94	4.49
Bio-medical waste (C)	0.31	0.19
Construction and demolition waste (D)	0	0
Battery waste (E)	15.83	4.46
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	514.1	415.66
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	8,510.90	6,190
<b>Total (A+B + C + D + E + F + G+ H)</b>	<b>10,010.7</b>	<b>7,224.60</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	101.07	86.27
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>101.07</b>	<b>86.27</b>

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	10,010.7	7,224.6
<b>Total</b>	<b>10,010.7</b>	<b>7,224.6</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.

**Reply:** All JK Tyre manufacturing units are certified for Zero Waste to Landfill in FY 2020-21 and the verification of Waste data by BSI India is done for FY 2021-22

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

**Reply:** JK Tyre has already been certified by 3<sup>rd</sup> party on Zero waste to Landfill. This demonstrates our commitment to Environmental sustainability and being Green in sync with our Mission. Continuous Monitoring of waste generation at Plant locations is done and day to day corrections are continuously made to ensure reduction in waste generation. Cross Functional Teams including workers are trained on problem solving techniques to improve the employee involvement in awareness and reducing waste generation through Kaizen and other improvements done on continuous basis. Waste generated during the process at all the locations is aggregated and segregated at one location for proper disposal according to the guidelines issued by the State Pollution control boards (SPCBs)

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

S. No.	Location of operations/offices	Type of Operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable as there are no operations near above-mentioned zones.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Environment Impact Assessment for J K Tyre & Industries Ltd., located at Jaykaygram, PO Tyre factory, Kankroli Rajsamand-313342.	Environmental Impact Notification S.O.1533 (E), Dt. 14 <sup>th</sup> September 2006 issued under Environment (Protection) Act 1986	Dec 24 <sup>th</sup> and 27 <sup>th</sup> , 2021	Yes	No	NA
Manufacturing of Vikrant Tyre, Truck Radial, OTR Plant	S.O.60 ( E )	27 <sup>th</sup> Jan 1994	YES (AM ENVIRO ENGINEERS- Bengaluru)	NO	NA

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

S. No.	Specify the law / regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	None	NA	NA	NA

**Reply:** Yes, JK Tyre is fully compliant. As per the legal register of the respective plant locations of JK tyre, all statutory compliances are done as per Air/ Water/ Environment act and rules and the legal register is reviewed periodically.

## Leadership Indicators

1. Provide break-up of the total energy consumed (in Giga Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	4,75,757 G.J.	4,17,013 G.J.
Total fuel consumption (B)	3,55,283 G.J.	1,54,827 G.J.
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C) *</b>	<b>8,31,040 G.J.</b>	<b>5,71,840 G.J.</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	4,23,949 G.J.	3,34,722 G.J.
Total fuel consumption (E)	15,59,295 G.J.	14,16,256 G.J.
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>19,83,244 G.J.</b>	<b>17,50,978 G.J.</b>

\* Total energy consumption from renewable sources is ~ 52% of our total energy consumed.

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

**Reply:** Yes, in 2021-22, such assessment is carried out by the Independent agency - BSI, India

2. Provide the following details related to water discharged:

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others (horticulture)	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	2,31,754 KL	1,91,106 KL
<b>Total water discharged (in kilolitres)</b>	<b>2,31,754 KL</b>	<b>1,91,106 KL</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.

**Reply:** Yes, pre-assessment of water stewardship has been done for all plant location of JK Tyre by 3<sup>rd</sup> party Chakra4 sustainability consultancy services for the FY 2020-21 and for FY 2021-22.



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

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

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

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	48,225	58,955
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others- Rainwater harvesting	7,425	3,714
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>55,650 KL</b>	<b>62,669 KL</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>55,650 KL</b>	<b>62,669 KL</b>
<b>Water intensity per crore rupees of turnover</b> (Water consumed / turnover)	6.90	10.16
<b>Water intensity</b> (optional)	0.84 KL per ton of Finished product	1.04 KL per ton of Finished product
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others (horticulture)	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	73,539 KL	69,713 KL
<b>Total water discharged (in kilolitres)</b>	<b>73,539 KL</b>	<b>69,713 KL</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.

**Reply:** Yes, pre-assessment of water stewardship has been done for all plant location of JK Tyre by 3<sup>rd</sup> party Chakra4 sustainability consultancy services for the FY 2020-21 and for FY 2021-22.

## 4. Please provide details of total Scope 3 emissions &amp; its intensity, in the following format:

Plant	Parameter	Unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
<b>JKTIL (Excluding Cavendish)</b>	<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	63,965.45	50,217.26
	<b>Production</b>	Metric tonnes	3,18,733.63	2,62,273.38
	<b>Total Scope 3 emission intensity</b> (optional)	Metric tonnes of CO <sub>2</sub> equivalent	0.2007 eCo <sub>2</sub> /ton of Finished product	0.1915 eCo <sub>2</sub> /ton of Finished product

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

**Reply:** Yes, independent assessment has been carried out by the party BSI for FY 2021-22.

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

**Reply:** N.A. (i.e. No Manufacturing unit of JKTIL is located in/nearby ecologically sensitive areas. However, JK Tyre has given high priority around its green belt in conserving existing natural areas and promotes biodiversity in its factory premises.

- Around 25% of the total site area is allocated for greenery and to enhance biodiversity.
- More than 50 varieties of natural and adaptive varieties of trees, shrubs have been planted across the site that not only promotes local biodiversity but also consumes less water and does not require pesticides or constant maintenance.

Trees provide shade and contribute to microclimate thereby reducing the 'heat island' effect. They stabilize ground conditions, preventing soil erosion. They absorb groundwater and slow the movement of rainwater across the ground surface. More specifically, they absorb Carbon dioxide emissions from the air.

- Total of 8.17 Lakh trees are planted by JK Tyre across its 4 plant locations so far. A Tree plantation study is also conducted across all four locations of JK Tyre by 3<sup>rd</sup> party. Beyond fence, many Environment sensitive zones like water bodies, lakes have been desilted and maintained by JK tyre under our various CSR initiatives.

We also have a Biodiversity Protection policy focusing on minimizing the biodiversity risks in the business operations, encouraging relevant stakeholders to support better biodiversity management and establishing a system for monitoring and reporting of progressive steps taken towards the protection of biodiversity.

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	<b>Initiative:</b> To reduce the impact due to emissions	<b>Details of the Initiative:</b> Company has started the verification of GHG Emission as per ISO 14064 from FY 2013-14. The major contributor for the reduction of Scope 1 emission is Biomass. Company has started using biomass and in the last 2 years, the usage of biomass is increased by 275% and Company is continuously working on increasing the use of biomass. The major contributor for the reduction of Scope 2 emission is the usage of renewable energy.  In FY 2021-22, total 52.9% of electrical power came from renewable sources.	

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

**Reply:** We have developed Business continuity and disaster management plan for all locations individually which are periodically reviewed. These plans cover all elements of environment, safety and sustainability and list more than 30 scenarios such as bulk oil Leakage, carbon dust emissions, acid spillage, ESP, boiler failures etc .

The structure and contents of the on-site Emergency Plan (also sometimes referred as Disaster or Crisis Management Plan- CMP/ DMP) have been developed after taking in to consideration the regulatory guidelines, other applicable documents and good industry practices/principles formulated as a result of lessons learned in actual exigencies requiring extensive emergency response.

The objectives of Disaster Management Plan is :

- Rapid control and containment of hazardous situation.
- Minimizing the risk and impact of event / incident as well as on environment.
- Effective rehabilitation of the affected people potentially effected including emergency services and prevention of damage to property.

This manual covers the activities carried out at the factory site and identified potential hazards. It also covers the Emergency Response Procedures for handling emergencies at the factory site. This manual gives guidelines for four basic activities such as Mitigation, Preparedness, Response and Recovery in the identified emergency situations.

On-site Emergency Preparedness and Response Plan aims at the reduction of the consequences of major accidents on-site & off-site. As far as possible, to ensure that no person suffers an injury as a result of a fire/natural calamity/hazards associated with manufacturing activities at site where JK Tyres & Industries Limited. are carrying out its business activities. Each workplace in the factory is required to implement the on-site Emergency Plan.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

**Reply:** Best possible sustainable practices are followed.

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

**Reply:** Not applicable

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

### Essential Indicators

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

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

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

Name of authority	Brief of the case	Corrective action taken
Competition Commission of India (CCI)	On 2 <sup>nd</sup> February 2022, the Competition Commission of India ("CCI") published an order dated 31 <sup>st</sup> August 2018, for alleged contravention of Section 3 of the Competition Act, 2002 against JK Tyre & Industries Ltd. ("Company") and certain other domestic tyre manufacturing companies and has imposed a penalty of ₹309.95 Crore on the Company.	The Company has filed an Appeal before the Hon'ble National Company Law Appellate Tribunal ('NCLAT') against the said CCI Order dated 31 <sup>st</sup> August 2018.  We strongly reiterate that there has been no wrongdoing on the part of JK Tyre & Industries Ltd. and want to reassure all the stakeholders that the Company has never indulged in or was part of any cartel or undertook any anti-competitive practices.

### Leadership Indicators

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

**Reply:** JK Tyre's approach to achieving the Government, policy and community objectives focuses on engaging ecosystems at the national, regional and local levels.

JK tyre focuses on developing and maintaining partnerships with relevant government officials, business organizations like ASSOCHAM, CII, FICCI, PHD chamber of commerce and Industry, Tyre Industry associations like ATMA, Indian Rubber Manufacturers Research Association (IRMRA) and community organizations for the purpose of developing mutually-beneficial partnerships.

Some of the public policies advocated by JK tyre are:

- Support proposed framework for End of the Life Tyre policy (ELT)
- Support existing legislations on FAME norms/CAFE norms and Vehicle scrappage policy.
- JK Tyre has been continually promoting road safety awareness for the past three decades, with focus on tyre safety . During the year, the Company conducted various educational programs for end users including drivers/ mechanics/students and police personnel at different foras.
- Safe driving awareness programs have been conducted for motorsport participants including a special drive in the North-eastern states.

## Principle 8 Businesses should promote inclusive growth and equitable development

### Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA notification No.	Date of Notification	Whether conducted by Independent external agency (Yes/No)	Results communicated in Public domain (Yes/No)	Relevant Web link
Not applicable as no such assessment has been done. However, as a responsible corporate we endeavour to assess the impact of our CSR initiatives by engaging with Local communities					

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

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

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

**Reply:** For effective grievance redressal and subsequent improvement in CSR initiatives, there is a robust community feedback mechanism. The field level CSR teams follow methodical approach through:

- Need assessment survey
- Design and plan the projects based on the need of local communities
- Implement the project to benefit people and
- Monitor and review the project.

The periodic progress reports of CSR are shared with the top management. Society satisfaction and feedback surveys are also conducted regularly to understand the ground reality, short term and long-term impacts of social interventions on the community. Based on the findings of these studies further improvement in CSR interventions are planned. Individual case studies are also recorded by the team to explore how a CSR project has been instrumental in increasing their overall income/ inculcated health seeking behavior/ brought decline in IMR & MMR/ water conservation for better agriculture etc.

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

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	JK Tyre has PAN India presence in strategic locations across the country in which we ensure to source as much input material as we can source locally wherever feasible. During FY2021-22 and FY2020-21, the company has procured sizeable material from Local and Small suppliers like general consumables and equipment spares etc.	
Sourced directly from within the district and Neighboring districts		

### Leadership indicators

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

Details of negative social impact identified	Corrective action taken
NOT APPLICABLE	NOT APPLICABLE

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

S. No.	State	Aspirational District	Amount spent (In ₹)
	NOT APPLICABLE	NOT APPLICABLE	NOT APPLICABLE

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

**Reply:** No, we don't have any preferential procurement policy which gives preference to any supplier. Procurement allocation is purely based on parameters like quality, cost and delivery. The idea is to give an equal opportunity to all suppliers.

However, we handhold and develop farmers and suppliers from the MSME categories through awareness campaigns, training programmes and skill development drives.

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

**Reply:** Farmers (through intermediaries) and MSMEs

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

**Reply:** ~25%

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

S. No.	Intellectual property based on traditional knowledge	Owned/ Acquired (Yes/no)	Benefit shared (Yes/no)	Basis of calculating benefit share
	Not applicable	N.A.	N.A.	N.A.

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

Name of authority	Brief of the Case	Corrective action taken
Not applicable	N.A.	N.A.

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

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Health based CSR Project	28,673	More than 50%
2	Livelihood Based CSR Projects	26,609	More than 50%
3	Education based CSR Projects	14,753	More than 50%
4	Water/ Natural Resource Management CSR Projects	20,702	More than 50%
	<b>TOTAL</b>	<b>90,737</b>	

## 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.

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

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	All necessary information as per regulatory requirements are disclosed on all our products.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2021-22 (Current Financial year)		Remarks	FY 2020-21 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL	NIL	NIL	NIL	NIL	NIL
Advertising	NIL	NIL	NIL	NIL	NIL	NIL
Cyber-security	NIL	NIL	NIL	NIL	NIL	NIL
Delivery of essential services	NIL	NIL	NIL	NIL	NIL	NIL
Restrictive Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL
Unfair Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL
Other	NIL	NIL	NIL	NIL	NIL	NIL

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

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

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.

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

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.

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

### Leadership Indicators

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

**Reply:** Our website - [www.jktyre.com](http://www.jktyre.com)

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

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

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

**Reply:** Our website - [www.jktyre.com](http://www.jktyre.com)

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? **(Yes✓/No)**

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

The Company displays all the requisite product information on Tread and on the sidewall of the Tyres as per statutory requirements under applicable laws such as Tyre size designation, ply rating/load index, speed symbol, date of production and tread wear indicator etc. Over and above the mandatory requirements, the Company also displays additional information related to tyre usage and maintenance like Visual Alignment Indicator (VAI), Uniform Tyre quality grading (UTQG) safety warning for Tyre fitment and service operating conditions etc. JK Tyre has also introduced product like SMART TYRE which notify vehicle users about tyre temperature /pressure thus enabling greater safety and superior tyre life. This product enables higher vehicle fuel efficiency, and is environment friendly by reducing vehicle emissions.

The Company has enhanced and sustained customer interaction and education in digital/ virtual mode as well as physical mode. Education has been imparted on Tyre selection, care and maintenance as per customer application and usage needs, especially at the grass root level with vehicle operators, tyre fitters, mechanics, mine operators school bus drivers, defence personnel to name a few. Various customer care initiatives have been taken in partnership with OEMs for consumers and OEM dealership staff . We also share road safety and tyre care information on our digital and social media platforms for the benefit of customers at large and at various public fora.

**Customer Satisfaction survey:** At JK Tyre, customer centricity drives customer satisfaction. The pandemic had led to a shift in customer behavior and transformed the path to purchase. While there is no end to consumer delight, we have always leveraged opportunities that came our way, to redefine customer centricity and improvise our value proposition.

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

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

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

5. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along with impact – **NIL**
- b. Percentage of data breaches involving personally identifiable information of customers- **NIL**