

JKCL/35/SE/2023-24

21st July, 2023

BSE Ltd.
Corporate Relationship Department,
Phiroze Jeejeebhoy Towers,
Dalal Street, Fort, Mumbai-400001
Scrip Code:532644
(ISIN.INE 823G01014)
Through: BSE Listing Centre

National Stock Exchange of India Ltd.,
Exchange Plaza, Bandra Kurla
Complex, Bandra (E), Mumbai-400051
Scrip Code: JKCEMENT
(ISIN.INE 823G01014)
Through: NEAPS

Dear Sir/Ma'am,

Sub: Business Responsibility and Sustainability Report for the financial year 2022-23

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, we are enclosing herewith the Business Responsibility and Sustainability Report for the financial year 2022-23, which forms an integral part of the Annual Report for the financial year 2022-23.

The aforesaid report are also being uploaded on the website of the Company: www.jkcement.com. You are requested to take the aforesaid information on record and oblige.

Yours faithfully,

For J.K. Cement Ltd.


Shambhu Singh
Vice President & Company Secretary
FCS 5836

Encl: As above



Corporate Office

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JK SUPER
CEMENT
BUILD SAFE

Manufacturing Units at :
Nimbahera, Mangrol, Gotan (Rajasthan) | Muddapur (Karnataka)
Jharli (Haryana) | Katni (M.P.) | Aligarh (U.P.) | Balasinor (Gujarat)

JK CEMENT
WallMaxX
White Cement Wall Putty





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Independent Assurance Statement

The Management and Board of Directors
JK Cement Limited
Kamla Tower,
Kanpur 208001, Uttar Pradesh, India

Scope

We have been engaged by JK Cement Ltd. to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements, here after referred to as the engagement, to report on JK Cement Ltd. 's Integrated Report FY 2022-23 (the "Subject Matter") for the period from 1st April 2022 to 31st March 2023.

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

Criteria applied by JK Cement Ltd.

In preparing the Integrated Report FY 2022-23, JK Cement Ltd. applied the Integrated Reporting Framework by International Integrated Reporting Council (IIRC), GRI Sustainability Reporting Standards (GRI Standards) of the Global Reporting Initiative (Criteria) and GCCA Guidelines. Such criteria were specifically designed for Integrated Report; As a result, the subject matter information may not be suitable for another purpose.

JK Cement Ltd's responsibilities

JK Cement Ltd's management is responsible for selecting the Criteria, and for presenting the Integrated Report in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the *International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ("ISAE 3000"), and the terms of reference for this engagement as agreed with JK Cement Ltd's on 19th December 2022. Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.



We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

Our Independence and Management

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements*, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Integrated Report and related information, and applying analytical and other appropriate procedures.

Our procedures included:

The scope of our work for this assurance engagement was limited to review of information pertaining to environmental and social performance for the period 1st April 2022 to 31st March 2023. The scope and boundaries of the sustainability performance disclosures cover JK Cement operations across India as set out in the Report in the section 'Reporting boundary and scope'.

We conducted, on a sample basis, review and verification of data collection / calculation methodology and general review of the logic of inclusion/ omission of necessary relevant information/ data and this was limited to:



- Remote verification of data, for all the JKCL units (except Jaykaycem Central, Fujairah & other subsidiaries), through consultations with the Site Team and Sustainability Team;
- Execution of an audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed.
- Review of the Company's plans, policies and practices, pertaining to their social, environment and sustainable development, so as to be able to make comments on the fairness of Integrated Reporting.
- We also performed such other procedures as we considered necessary in the circumstances.

Emphasis of matter

The assurance scope excludes:

- Data and information outside the defined reporting period (1st April 2022 to 31st March 2023)
- Data and information on economic and financial performance of the Company
- Data, statements and claims already available in the public domain through Annual Reports, Corporate Social Responsibility Reports, previous Integrated Reports, or other sources available in the public domain;
- The Company's statements that describe the expression of opinion, belief, inference, aspiration, expectation, aim or future intention provided by the Company
- The Company's compliance with regulations, acts, guidelines with respect to various regulatory agencies and other legal matters.

Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to Integrated Report for the period from 1st April 2022 to 31st March 2023, in order for it to be in accordance with the Criteria.

Restricted use

This report is intended solely for the information and use of JK Cement Ltd. and is not intended to be and should not be used by anyone other than JK Cement Ltd.

Saunak Saha
For and on behalf of Ernst & Young Associates LLP
20-07-2023
Kolkata

Annexure-D

Business Responsibility & Sustainability Report

Section A: General Disclosures

I. Details of the entity

1	Corporate Identity Number (CIN) of the Listed Entity	L17229UP1994PLC017199
2	Name of the Listed Entity	J.K. Cement Limited (JKCL)
3	Year of incorporation	24-Nov-94
4	Registered office address	Kamla Tower, Kanpur – 208001, Uttar Pradesh, India
5	Corporate office address	Prism Tower, Ninaniya Estate, Gwal Pahari, Gurugram - 122102, Haryana
6	E-mail	shambhu.singh@jkcement.com
7	Telephone	0124-6919000
8	Website	https://www.jkcement.com/
9	Financial year for which reporting is being done	FY 2022-23
10	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. The National Stock Exchange of India Limited
11	Paid-up Capital	₹77.27 Cr
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Shambhu Singh Company Secretary +91-512-2371478-81 shambhu.singh@jkcement.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):	Disclosures under this report are made on standalone basis for JK Cement Limited

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	Cement and cement related products	100%

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	Grey Cement	3242	77
2	White Cement & Wall Putty (including VAP)	3242, 3244, 23949	23

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	9	57	66

17. Markets served by the entity:

a. Number of locations

Locations	Value (in numbers)
National (No. of States)- Grey cement	19
National (No. of States)- White cement	PAN India

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

Almost Nil

c. A brief on types of customers:

JKCL caters to the demands and needs of various institutional/commercial customers, individual house builders, government bodies for infrastructure projects.

IV. Employees

18. Details as at the end of Financial Year (FY 2022-23):

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	3216	3104	97	112	3
2.	Other than Permanent (E)	1767	1762	99.7	5	0.3
3.	Total employees (D + E)	4983	4866	98	117	2
WORKERS						
4.	Permanent (F)	551	549	99.6	2	0.4
5.	Other than Permanent (G)	3695	3655	99	40	1
6.	Total workers					
(F + G)		4246	4204	99	42	1

b. Differently abled Employees and workers (FY 2022-23):

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

19. Participation/Inclusion/Representation of women

	Total (A)	Number of females (B)	Percentage of Females
			% (B / A)
Board of Directors	14	2	14
Key Management Personnel	4	0	0

20. Turnover rate for permanent employees and workers

	FY 2022-23 (Turnover rate in current FY) (%)			FY 2021-22 (Turnover rate in previous FY) (%)			FY 2020-21 (Turnover rate in the year prior to the previous FY) (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19.2	0.8	20	15.3	0.7	16	8.9	0.1	9
Permanent Workers	9	0	9	8	0	8	12	0	12

c. 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	Jaykaycem (Central) Limited	Wholly Owned Subsidiary	100	No
2	JK Cement (Fujairah) FZC	Wholly Owned Subsidiary	100	No
3	JK Maxx Paint Limited (formerly known as JK Paints and Coatings Limited)	Wholly Owned Subsidiary	100	No
4	Acro Paints Limited	Step-Down Subsidiary	60	No
5	J.K. Cement Works (Fujairah) FZC	Step-Down Subsidiary	90	No
6	JK White Cement (Africa) Limited	Step-Down Subsidiary	100	No

d. CSR Details

- 22.** i. Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes
ii. Turnover (in ₹) (FY 2022-23): ₹8,77,678.06 Lacs
iii. Net worth (in ₹) (FY 2022-23): ₹4,70,150.28 Lacs

Further details are mentioned in the Financial Statements of Integrated Annual Report FY 2022-23.

e. 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 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark
Communities	Yes https://www.jkcement.com/contact-us	2	0	-	0	0	-
Investors (other than shareholders)	Yes https://www.jkcement.com/grievance-redressal	0	0	-	0	0	-
Shareholders	Yes https://www.jkcement.com/grievance-redressal	14	0	-	6	0	-
Employees and workers	Yes Saksham	5	0	-	4	0	-
Customers	Yes https://www.jkcement.com/customer-feedback	1296	20	C.F to FY 23-24	1884	4	C.F to FY 22-23
Value Chain Partners	Yes https://www.jkcement.com/contact-us	0	0	0	0	0	0

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 identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
1)	Emissions Management	Risk	Emerging climate-related regulations such as carbon pricing mechanisms and ETS (Emission Trading Scheme) may impact JKCL's business in the long-run.	Developed decarbonization plan Implemented internal carbon pricing and Set SBTi targets, GCCA target	Negative
2)	Alternative Fuel Resources	Opportunity	Use of AFR reduces GHG emissions and utilizes waste from other industries, thereby embedding circular economy within our operations	-	Positive
3)	Water management	Opportunity	Reusing, recycling and rainwater harvesting, lowers water withdrawals leading to increased availability of water resource. Implementation of water efficient technologies reduce dependency on shared water resources - Maintained Zero Liquid Discharge	-	Positive
4)	Occupational Health & Safety	Risk	Poses potential harm to workers and can result in accidents, injuries, or long-term health issues if not properly managed and mitigated.	Implemented health and safety management system across all JKCL plants	Negative

Key material issues have been highlighted above. For further details, please refer materiality assessment in IAR.

Section B: Management and Process Disclosures

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.jkcement.com/Company_policy								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusts) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies are formulated in accordance with established principles and align with internationally recognized standards such as ISO 9001, ISO 14001, ISO 45001, ISO 50001, UNGC Guidelines, UN-SDGs, GRI Standards, CDP Climate & Water, SBTi, TCFD, IIRC, BIS Standards, ILO Principles, WBCSD, and IGBC GreenPro								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Gross GHG Scope-1 & 2 Target 2030: 532 kg CO2/t cementitious material (SBTi) Net GHG Scope-1 Target 2030: 465 kg CO2/t cementitious material (GCCA), Green Power Mix Target 2030: 75% Water positivity: 5x by 2030 Diversity and inclusion: 5% women by 2030 Training: 20 hours training per employee by 2030 For further details, refer IAR 2022-23								



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Gross GHG Scope-1 & 2: 565 kg CO2/t cementitious material (17% reduced from base year) Net GHG Scope-1: 520 kg CO2/t cementitious material (10.3% reduced from base year) Green Power Mix Target 2030: 44% Water positivity- 4.5x by 2023 Diversity: 3% women Training: 12 hours training per employee For further details, refer IAR 2022-23								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure):	Refer Deputy Managing Director and CEO's message in the IAR 2022-23.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Mr. Madhavkrishna Singhania Designation: Deputy Managing Director and CEO Telephone Number: +91-512-2371478-81								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. CSR Committee								
	Mrs Deepa Gopalan Wadhwa				Independent Non-executive Chairperson				
	Mrs. Sushila Devi Singhania				Non-Independent Non-executive				
	Mr Mudit Aggarwal				Independent Non-executive				
	Mr Ajay Narayan Jha				Independent Non-executive				
	**Dr KB Agarwal				Independent Non-executive				
	For further details, please refer to the IAR Report								

**Ceased w.e.f. 31.3.23. Mr. Ashok Kumar Sharma has been appointed Member w.e.f. 1.4.23

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	Board Committees									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Board Committees									Quarterly								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	Yes, checks and balances are in place for ensuring strict compliance to various Company policies and practices								

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

Questions	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
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)	NA								
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	5	During the year, the various updates on business, regulatory compliances, ESG, climate change, POSH, SDGs, data security and privacy, BRSR Principles etc were discussed for business alignment	80
Key Managerial Personnel	5	Code of Conduct, POSH, regulatory compliances, ESG, climate change, SDGs, POSH, data security and privacy	100
Employees other than BoD and KMPs	290	Basic First Aid, Code of Conduct, POSH, Safety Training, Basic Road Traffic Rules, Electrical Safety, Uses of machines, Hazards Awareness, PF, ESIC, ESG, Climate Change	56
Workers	4610	safety induction, job specific safety at workplace for all permanent and contractual labours	100

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

Monetary				
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
No fines/penalties of material nature has been imposed.				
No Settlement or compounding undertaken during the period				
Non-Monetary				
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment			Nil	
Punishment			Nil	



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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not applicable	

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

JKCL covers anti-corruption/anti bribery in its Code of Conduct policy. The policy can be accessed at <https://www.jkcement.com/frontTheme/pdf/Code-of-Conduct-Policy-15-12-22.pdf>

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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	0	0
KMPs	No Directors, KMPs, Employees, workers were involved in bribery and corruption during the year	No Directors, KMPs, Employees, workers were involved in bribery and corruption during the year
Employees		
Workers		

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

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	No complaints were received relation to issues of Conflict of Interest of the Directors and KMPs	0	No complaints were received relation to issues of Conflict of Interest of the Directors and KMPs
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.
Not Applicable

Leadership Indicators

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

Segment	Total number of awareness programs held	Topics / principles covered under the training	% of value chain partners covered under the awareness programs
Value chain partners	2	ESG, Ethics, Human Rights, Governance, Climate Change, health & safety	3.5%

Response suggested by supply chain team:

JKCL has conducted 2 virtual sessions of capacity-building programs on ESG and suppliers' code of conduct for 86 Tier 1 suppliers. Out of which the Google form was shared with 13 suppliers and only 3 have responded. In the next phase, all the critical suppliers (Tier-1) shall be reached out. The other suppliers in Tier-2 and Tier-3 shall be considered for training and assessment in FY 2024-25.

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

Yes, the Company has the code of conduct for the Board and senior management pursuant to Regulation 17(5) (a) of SEBI Listing Regulations; as well as for the employees of the Company and its subsidiaries. Refer to the corporate governance section of the report for more details.

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

Essential Indicators

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

	Current Financial Year (FY 2022-23)	Previous Financial Year (FY 2021-22)	Details of improvements in Environmental and social impacts
R&D	0.55%	0.87%	Development of green products that lead to the minimization of emissions
Capex	9%	70%	Capex represents spent on clean and green business

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

JKCL has a clear ESG policy and suppliers' code of conduct. There is a system interlock wherein only those suppliers who agree to abide by JKCL ESG policies are approved for business supply. Hence we are 100% sourcing sustainably.

<https://www.jkcement.com/frontTheme/pdf/Supply-Chain-Sustainability-and-Suppliers-Code-of-Conduct-of-JK-Cement.pdf>

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

All new suppliers are on-boarded on the basis on ESG parameters.

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.**

- a) **Plastics (including packaging)-** Plastic packaging bags are commonly reused for storing various items, including construction inventory, grains, fodder, and more. Furthermore, once these plastic bags are disposed of, they are often recycled by waste recyclers and used for co-processing.

We, at JKCL are co-processing the plastic waste in our cement kilns more than what we are generating as part of product packaging material.

- b) **E-waste-** JKCL doesn't produce any e-waste in its products. However, the E-waste produced within the office operations is sent to the registered recyclers.
- c) **Hazardous waste-** The hazardous waste generated in the cement production process, is consumed in the cement manufacturing process and sent to the registered recyclers as well.
- d) **Other waste-** NA

For further details, refer waste management in IAR 2022-23.

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

Yes, Extended Producer Responsibility (EPR) is applicable for JK Cement Limited. JKCL has registered for EPR targets and compliances on CPCB portal along with action plan.

Leadership Indicators

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

NIC Code	Name of product/ service	% of total Turnover contribute	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.
3242	PPC, PPPC, OPC, PSC	77%	Nimbahera, Mangrol, Muddapur	Yes	Yes, IAR FY 2021-22. jk_cement_ir22_final_for_website.pdf (jkcement.com)

JKCL conducted Life Cycle Assessment (LCA) study using ISO 14040/44 standards for various products at our Nimbahera, Mangrol and Muddapur plants. For further details, refer Natural Capital.

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.

As per the inferences, blended cement has lowest carbon footprint, is environment friendly and durable. Hence, our focus is on promoting the manufacturing and marketing of blended cement as it is better in quality. We also aim to make it cost effective for the consumers.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
Slag	0.5	0.9
Fly ash	22.2	21.5

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 2022-23			FY 2021-22		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	In FY 2023, JKCL has co-processed 3.09 times the amount of plastic waste introduced into the environment by us through plastic packaging bags of our cement. We have co-processed 59.88 Kilo tonnes of plastic waste as AFR.					
E-waste	JKCL doesn't produce any e-waste or hazardous waste in its products. However, waste generated within the plant operations is sent to authorized third party recyclers.					
Hazardous						
Waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Not Applicable, as the product is cement which is used in the form of concrete in buildings and cannot be reclaimed.

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	3104	3104	100	3104	100	NA	NA	3104	100	NA	NA
Female	112	112	100	112	100	112	100	NA	NA	NA	NA
Total	3216	3216	100	3216	100	112	3	3104	97	NA	NA
Other than Permanent employees											
Male	1762	1762	100	1762	100	NA	NA	NA	NA	NA	NA
Female	5	5	100	5	100	5	100	NA	NA	NA	NA
Total	1767	1767	100	1767	100	5	0.3	NA	NA	NA	NA

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)
Permanent Workers											
Male	549	549	100	549	100	NA	NA	549	100	NA	NA
Female	2	2	100	2	100	2	100	NA	NA	NA	NA
Total	551	551	100	551	100	2	0.4	549	99.6	NA	NA
Other than Permanent Workers											
Male	3655	3655	100	3655	100	NA	NA	NA	NA	NA	NA
Female	40	40	100	40	100	40	100	NA	NA	NA	NA
Total	3695	3695	100	3695	100	40	100	NA	NA	NA	NA

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity*	100	100	NA	100	100	NA
ESI	100 (eligible population)	100 (eligible population)	Y	100 (eligible population)	100 (eligible population)	Y

*Gratuity is paid to all the eligible workforce after completion of 5 years.

**3. Accessibility of workplaces**

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

Yes

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.

JKCL provides equal opportunities to everyone without any discrimination of any form. Kindly refer <https://www.jkclcement.com/frontTheme/pdf/Code-of-Conduct-Policy-15-12-22.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	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

Our Company has an effective grievance redressal mechanism in place to ensure that employees feel heard and valued, and that any issues or concerns they may have are addressed in a timely and effective manner. Refer Human Capital for further details.

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

	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	3216	0	0	3389	0	0
Male	3104	0	0	3295	0	0
Female	112	0	0	94	0	0
Total Permanent Workers	551	381	69.1	552	276	50
Male	549	381	69.3	552	276	50
Female	2	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	4866	4866	100	589	12	4800	4800	100	297	8
Female	117	117	100	37	32	99	99	100	9	12
Total	4983	4983	100	626	13	4899	4899	100	306	8
Workers										
Male	4204	4204	100	183	4	3163	3163	100	19	0.6
Female	42	42	100	0	0.0	26	26	100	0	0.0
Total	4246	4246	100	183	4.31	3189	3189	100	19	0.6

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	4866	4866	100	4800	4800	100
Female	117	117	100	99	99	100
Total	4983	4983	100	4899	4899	100
Workers						
Male	4204	4204	100	3163	3163	100
Female	42	42	100	26	26	100
Total	4246	4246	100	3189	3189	100

(100% of eligible employees were assessed)

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 of such a system?

Yes, JKCL has a comprehensive occupational health & safety management system including safety handbook that is applicable for all our manufacturing plants and offices

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

JKCL has a robust Hazard Identification and Risk Assessment system (HIRA) to undertake safety audit and identify work related hazards in our operations. We have standard of procedures to ensure health & safety across all manufacturing sites and offices. Awareness sessions are conducted on health & safety for all the workers.

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

JKCL has the process for employees and workers to report near misses and unsafe conditions to the safety team at the earliest. Injury or fatality in the work premises can be reported both online and offline. Any unsafe incident that occurs is immediately reported to department lead, safety team on Saksham Portal. Investigation of reported incident or near miss and corrective actions are taken. Corrective action progress and prevention plan is discussed in safety committee meetings.

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

Yes, all the employees and workers of JKCL have the access to non-occupational medical and healthcare services

For further details, refer Occupational Health & Safety in IAR report 2022-23.

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

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.56
	Workers	0.54	0.23
Total recordable work-related injuries	Employees	0	2
	Workers	19	3
Number of fatalities	Employees	0	0
	Workers	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Health and Safety team works to ensure employee's safety and occupational health in a sustained manner. Overall effectiveness of safety and occupational health management system is maintained by implementing following measures:

- Standards and Procedures
- Safety Observation & Audit
- Training & Capability Building
- Incident Investigation
- Contractor Safety Management
- Occupational Health
- Logistics Safety
- Project Safety
- Fire Safety
- Workplace Safety
- Driver Safety
- Social Safety

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

	FY 2022-23			FY 2021-22		
	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	200	17	NA	98	11	NA
Health & Safety	166	20	NA	145	8	NA

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	56

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

Basis the risks/concerns identified from the assessment of health and safety practices and working conditions, following corrective actions were taken:

- Guarding provided on Snub Pulleys of Conveyor belts as a result of hazard identified during safety audit
- Proper monthly inspection and cutting set trolley number to be specify on each trolley to avoid use of nonstandard trolley
- Internal Audits by Safety team related to Hand railing, Platform, Housekeeping, PPEs

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees (Y/N) – Yes

(B) Workers (Y/N). – Yes

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

In all contracts clear obligations and general conditions of contract like statutory dues such as PF, gratuity,min. wages etc. are mentioned and the same are ensured by HR accordingly.

3. Provide the number of employees / workers having suffered high consequence work- related injury/ ill-health/ fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
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)

No

5. Details on assessment of value chain partners:

	% of your value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	3.5%
Working Conditions	3.5%

JKCL has a mandatory clause in the workorders that highlights ESG parameters and those are complied by the contractors.

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

JKCL is dedicated to ensuring a secure, healthy, and favourable work environment for all its employees and stakeholders. We convene training programmes for value chain partners and disseminate knowledge on health & safety, best practices implemented by the manufacturing plants to implement safe working condition with no accidents. Mock drills are also conducted to ensure employees and workers are well versed with the safety protocols in case of any emergency.

**PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders****Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity.**

We greatly value our interactions with our stakeholders and engage with them regularly to understand their expectations and concerns. JKCL has identified internal and external stakeholders based on their potential to impact or influence the organization.

- External stakeholders- Shareholders, Dealers, Customers, Government, Regulatory & Statutory bodies, Media, Local communities
- Internal stakeholders- Employees

Refer stakeholder engagement for further details.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others please specify)	Purpose and scope of engagement including key topics and concerns raised during such Engagement
Employees	No	<ul style="list-style-type: none"> • Training programmes, Events, Seminars, Workshops • Awards – Plant level reward programmes • Surveys, Employee centric applications 	Periodically	Purpose <ul style="list-style-type: none"> • Innovation • Employee motivation and team building • Discussion and issue resolution • Prevention from accidents and health hazards concerns • Career growth and progression • Performance management • Employee motivation • Employee involvement
Shareholders	No	<ul style="list-style-type: none"> • Newspaper advertisements and email • Newspaper advertisements and email • Hosting on Company's website and website of BSE and NSE 	Quarterly and Annual Yearly Quarterly	<ul style="list-style-type: none"> • Financial Results • Notice of General Meetings, Evoting and dividend intimations. • Investor presentations, Outcome of Meetings, Financial Results, Corporate Governance Reports etc
Dealers	No	<ul style="list-style-type: none"> • Dealer meetings • Dealer surveys 	Periodically	<ul style="list-style-type: none"> • Product benefits and features • Product quality and feedback • Building relationships and trust • New product development
Customers	No	<ul style="list-style-type: none"> • Customer care service to address query, get feedback, etc. • Social media 	Periodically	<ul style="list-style-type: none"> • Product benefits and features • Product quality and feedback • Building relationships and trust • New product development
Regulatory & Statutory Bodies	No	<ul style="list-style-type: none"> • Email and uploading of BSE and NSE Website • Online filing of Statutory Forms with filing fees. • Registered/Speed Post 	Quarterly and Annually Recording of decisions of Board and General Meeting, joining/cessation of Directors etc. Annual Return	<ul style="list-style-type: none"> • Compliance under SEBI (LODR) and Listing Agreements. • Compliance under Companies Act and Rules framed thereunder. • Compliance under Sexual Harassment Act
Media	No	<ul style="list-style-type: none"> • Media meets • Press conference • Management interviews 	Periodically	<ul style="list-style-type: none"> • Transparency • Disclosure on compliance
Local Communities	Yes	<ul style="list-style-type: none"> • Daily informal interactions • Regular field surveys 	Periodically	<ul style="list-style-type: none"> • Building relationships • Improving living standards • Direction and deployment of resources • Awareness on social issues

Leadership Indicators

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

Our Company has constituted CSR Committee that oversees the ESG governance and monitors performance. This committee is chaired by an Independent Woman Director. This committee regularly provides quarterly performance updates and reviews on their respective areas and presents outcomes to the Board during meetings. Additionally, the Company conducts stakeholder engagement exercises periodically on ESG topics. These exercises follow a structured approach in terms of frequency, delegation, and reporting of outcomes, including feedback from stakeholders to the Board.

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

Yes, Stakeholder consultations were carried out to shortlist and prioritise material topics based on their impact on our stakeholders and our business. Based on the outcomes of materiality assessment and stakeholder engagement exercise, strategies, objectives and goals are developed and implemented with a monitoring mechanism in place.

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

Refer Social & relationship capital, IAR report FY 2023 for details of the initiatives taken at the local level.

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	Current FY (2022-23)			Previous FY (2021-22)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. employees / workers covered (D)	% (D / C)
Employees						
Permanent	3216	3216	100	3389	3389	100
Other than Permanent	1767	1767	100	1510	1510	100
Total Employees	4983	4983	100	4899	4899	100
Workers						
Permanent	551	551	100	552	552	100
Other than Permanent	3695	3695	100	2637	2637	100
Total Workers	4246	4246	100	3189	3189	100

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	3216	0	0	3216	100	3389	0	0	3389	100
Male	3104	0	0	3104	100	3295	0	0	3295	100
Female	112	0	0	112	100	94	0	0	94	100
Other than Permanent	1767	0	0	1767	100	1510	0	0	1510	100
Male	1762	0	0	1762	100	1505	0	0	1505	100
Female	5	0	0	5	100	05	0	0	05	100

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Workers										
Permanent	551	0	0	551	100	552	0	0	552	100
Male	549	0	0	549	100	552	0	0	552	100
Female	2	0	0	2	100	0	0	0	0	100
Other than Permanent	3695	1293	35	2402	65	2637	1044	40	1593	60
Male	3655	1293	35	2362	65	2611	1044	40	1567	60
Female	40	0	0	40	100	26	0	0	26	100

3. **Details of remuneration/salary/wages, in the following format:** Refer Corporate Governance Section

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

Yes, all our operations are strictly monitored for human rights impacts as per our internal risk procedures. The human rights issues and impacts are overseen by the management of JK Cement. HR head is directly responsible for setting up the mechanism and addressing human rights impact related risk elimination.

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

JKCL has a helpline that allows stakeholders to report issues on human rights violation or any concerns faced by the employees or workers in the workplace. The concerns are addressed with a thoughtful approach, ensuring prompt action and resolution. A thorough investigation process guarantees fairness for all parties, providing an opportunity to present information and any material evidence. <https://www.jkcement.com/frontTheme/pdf/Human-Rights-Policy.pdf>

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year		Filed during the year	Pending resolution at the end of year	
		Remarks			Remarks	
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

Yes, all our operations are strictly monitored for human rights impacts as per our internal risk procedures. The human rights issues and impacts are overseen by the management of JK Cement. HR head is directly responsible for setting up the mechanism and addressing human rights impact related risk elimination.

For further details, refer Human Capital in IAR.

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

Yes, In all contracts clear obligations and general conditions of contract like statutory dues such as PF, gratuity, min. wages etc. are mentioned and the same are ensured by HR accordingly.

9. Assessments for the year (FY 2022-23)

	% of your plants and offices (by value of business done with such partners) that were assessed
Child labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Others please specify	100%

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

NA

Leadership Indicators

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

JKCL maintains a strict policy of zero tolerance towards any form of discrimination or harassment. So far, no complaint has been received hence not applicable.

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

JKCL ensures that human rights of the workforce are protected and not violated by any means. Since last four years, JKCL has been awarded as "Great Place to work". An independent survey was conducted by a third party where all our employees were assessed on parameters such as trust, values, leadership effectiveness, innovation, respect, growth etc to analyse their working experience and assure if any violations were there.

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 (FY 2022-23)

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	3.5%
Discrimination at workplace	3.5%
Child labour	3.5%
Forced labour/Involuntary labour	3.5%
Wages	3.5%
Others please specify	3.5%

Our suppliers code of conduct addresses all of these aspects. In addition, all our suppliers are screened on the basis of ESG parameters.

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

There were no significant risks / concerns arising from the assessments.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Total electricity consumption (A) (GJ)	3301349.11	2076319.56
Total fuel consumption (B) (GJ)	31314234	32772614
Energy consumption through other sources (C) (GJ)	-	-
Total energy consumption (A+B+C)	34615584	34848934
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (GJ/INR)	39	45

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.

Ernst & Young Associates LLP has carried out the independent assessment of the GRI Indicator assurance (non-financial). The financial assurance was carried out by S.R Batliboi & Co. LLP.

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

Yes, following units were identified as designated consumers (DCs) under the PAT Scheme of the GOI in the Cycle VI (Year 2020-21 to 2022- 23) & Cycle VII (Year 2022-23 to 2024-25):

S. No.	Units	Cycle Targets (MTOE)		Achievement FY 22-23 (MTOE)	Remarks
		VI	VII		
1	Nimbahera (OPC)	NA	0.0975	0.0835	Achieved
2	Mangrol (OPC)	NA	0.0854	0.0732	Achieved
3	Muddapur (OPC)	NA	0.0885	0.0850	Achieved
4	Jharli	0.0092	NA	0.0071	Achieved
5	Gotan (White)	NA	0.1272	0.1195	Achieved

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

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	1196561	957027
(ii) Groundwater	866826	838283
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	110000	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2173387	1795310
Total volume of water consumption (in kilolitres)	2173387	1795310
Water intensity per rupee of turnover (Water consumed / turnover) (KI/INR)	2.5	2.3

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

Ernst & Young Associates LLP has carried out the independent assessment of the GRI Indicator assurance (non-financial). The financial assurance was carried out by S.R Batliboi & Co. LLP.

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

All the plants of JKCL have Zero Liquid Discharge facility. Total effluent generated is recycled through ETP and STP and used in the process, domestic purpose, gardening etc.

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

Parameter	Please specify unit	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
NOx	MT/Annum	8351.20	8132.62
Sox	MT/ Annum	278.04	1851.11
Particulate Matter (PM)	MT/ Annum	532.59	752.67

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.

Ernst & Young Associates LLP has carried out the independent assessment of the GRI Indicator assurance (non-financial). The financial assurance was carried out by S.R BatliBoi & Co. LLP.

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

Parameter	Unit	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Total Scope 1 emissions (Gross)	tCO2e	7985999.42	7784307
Total Scope 2 emissions (Gross)	tCO2e	419202	238321
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO2e/INR	9.6	10.4
Total Scope 1 and Scope 2 emission intensity (optional) –	tCO2e/tonne of Cementitious	0.565	0.596

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.

Ernst & Young Associates LLP has carried out the independent assessment of the GRI Indicator assurance (non-financial). The financial assurance was carried out by S.R Batliboi & Co LLP.

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

Cement production is an energy intensive process which consumes thermal energy and electrical energy. The basic raw material for manufacturing of cement is limestone which generates GHG emissions (also known as process emission) during the heating. Process emissions are responsible for approximately 60% emissions, power 10% and fuel 30% respectively.

JKCL has identified four major levers to reduce the carbon footprint which includes

- Energy efficiency measures
- Switching from fossil fuel to clean fuel
- Switching from fossil power to clean power
- Reducing the clinker factor in cement

JKCL has committed to Science Based Targets in line with the well-below 2-degree scenario. All the above targets are aligned with this target. We plan to cut GHG emissions (Scope 1 + Scope 2) by 21.7% between FY 2019-20 to FY 2029-30 by implementing various decarbonization measures. Our action plan focusses on increasing the share of green power mix (RE+WHRS) to 75%, decreasing the clinker factor to 65% by producing more blended cement, and increasing the TSR to 35% by partially replacing Kiln fossil fuel with Biomass and AFR. JKCL has undertaken numerous initiatives for a clean and green technology perspective over the years. We have adopted the best technologies available in market on energy efficiency.

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

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	430	733.98
E-waste (B)	34.07	3.65
Bio-medical waste (C)	0.23	0.12
Construction and demolition waste (D)	0	0
Battery waste (E)	42.30	28.28
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	110.23	74.35
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	8650	17770.88
Total (A+B + C + D + E + F + G + H)	9267.83	18611.26

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

Category of waste	
(i) Recycled	Not measured
(ii) Re-used	
(iii) Other recovery operations	
Total	

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

Category of waste	
(i) Incineration	Not measured
(ii) Landfilling	
(iii) Other disposal operations	
Total	

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.

Ernst & Young Associates LLP has carried out the independent assessment of the GRI Indicator assurance (non-financial). The financial assurance was carried out by S.R BatliBoi & Co. LLP.

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.

JKCL strives to reduce the use of hazardous materials in our products and ensures that zero waste is directed to disposal. E-waste or batteries generated are sent to authorised recyclers. Used oil is being co-processed within our cement operations wherever feasible. Non-hazardous waste generated is also directed to third party recyclers.

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.
The Company does not have any of its manufacturing facilities in ecologically sensitive areas.			

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
Nil					
All our units have Environmental Clearance under the EIA notification issued by MoEFCC, Government of India. We have received all the consents from the respective state pollution control board					
We have also conducted the EIA studies and developed management plans while getting Environmental Clearance for all our plants and mines.					

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
No fines/penalties imposed. All our operations are fully compliant with environmental law/ regulations				

Leadership Indicators

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

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	612548 GJ	254489 GJ
Total fuel consumption (B)	1424468 GJ	818095 GJ
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	2037016 GJ	1072584 GJ
From non-renewable sources		
Total electricity consumption (D)	2688801 GJ	1821831 GJ
Total fuel consumption (E)	29889767 GJ	31954519 GJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	32578568 GJ	33776350 GJ

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.

Ernst & Young Associates LLP has carried out the independent assessment of the GRI Indicator assurance (non-financial). The financial assurance was carried out by S.R BatliBoi & Co. LLP.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(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

Parameter	FY 2022-23	FY 2021-22
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

All our facilities are zero liquid discharge plants, hence water discharged is zero for FY 2022-23 and FY 2021-22.

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.

Ernst & Young Associates LLP has carried out the independent assessment of the GRI Indicator assurance (non-financial). The financial assurance was carried out by S.R Batliboi & Co. LLP.

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

Water withdrawal by source (in kilolitres)	Gotan	
	FY 2022-23	FY 2021-22
(i) Surface water	0	0
(ii) Groundwater	408785	392048.00
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	408785	392048.00
Total volume of water consumption (in kilolitres)	408785	392048.00
Water intensity per rupee of turnover (Water consumed / turnover) (KI/INR)	0.47	0.51

Water withdrawal by source (in kilolitres)	Mangrol	
	FY 2022-23	FY 2021-22
(i) Surface water	251250	218501.66
(ii) Groundwater	210142	167841.72
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	461392	386343.38
Total volume of water consumption (in kilolitres)	461392	386343.38
Water intensity per rupee of turnover (Water consumed / turnover) (KI/INR)	0.53	0.5

Water withdrawal by source (in kilolitres)	Nimbahera	
	FY 2022-23	FY 2021-22
(i) Surface water	665534	498418
(ii) Groundwater	166764	168644
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	110000	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	942299	667062
Total volume of water consumption (in kilolitres)	942299	675433
Water intensity per rupee of turnover (Water consumed / turnover) (KI/INR)	1.1	0.9

All our plants maintain zero liquid discharge. Hence, no water is discharged.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	14,69,970	1365166
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent/INR	1.7	1.8
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		0.10	0.09

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.

Ernst & Young Associates LLP has carried out the independent assessment of the GRI Indicator assurance (non-financial). The financial assurance was carried out by S.R Batliboi & Co. LLP.

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

Not Applicable

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

Initiative undertaken	Details of the initiative	Outcome
Replacement of fossil fuel with clean	AFR processing facilities have been installed across the organization	We have replaced 14% of the fossil fuel with the AFR Reduced overall carbon footprint of the product
Replacement of fossil fuel with clean power	Installation of Waste heat recovery system Increased the capacity of RE power Reduction in fossil power generation and consumption	Reduced our power cost Reduced GHG emissions Reduced overall carbon footprint of the product
Energy efficiency & advanced technologies	Replaced old heater system and grinding system with new high efficient manufacturing facilities	Reduced power and fuel consumption Reduced carbon footprint of the product
Maintaining Zero Liquid Discharge	All the effluent power generated is treated and reused within the operations	Improved water efficiency Reduced water consumption
Implementation of water efficient technologies	Water cooling systems replaced with air cooling such as condensers in power plant and compressors	Reduction in water consumption
2030-Nature positive	Development of Biodiversity park located at Ahirpura limestone mine, Chittorgarh, Rajasthan	Improved ecological footprint Safe flora and fauna

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

Yes, all our plants and offices have onsite-emergency plan with disaster management plan. Our workforce is continuously trained by carrying out mock drills and disaster management exercises for possible emergency situations.

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.

Training programs have been organised for value chain partners to increase their awareness on environmental concerns and the impact of their activities on the society at large. Key initiatives include supply chain optimization, energy efficiency measures, sustainable materials/processes, compliance with regulations, collaborations. These efforts foster a more efficient, cost-effective, and environmentally responsible supply chain as well.

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

In FY 2022-23, JKCL has conducted virtual ESG survey and training for the value chain partners. We have already started conducting the physical assessment of the supplier as well. Also, while screening and onboarding, all our suppliers are assessed based on the ESG parameters.

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.**

We proactively collaborate with several industry associations to share best practices, address industry concerns, and implement measures for driving industry growth and fostering economic development in the country.

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	Cement Manufacturers Association	National
2	Carbon Disclosure Project	National
3	S&P Global	National
4	Science Based Targets Initiative	National
5	Confederation of Indian Industry (CII)	National
6	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
7	Global Cement and Concrete Association (GCCA)	National
8	Member of JK Organisation	National

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

There has been two adverse order from the Competition Commission of India related to anti-competitive conduct. Which is under challenge and pending in Supreme Court/National Company Law Appellate Tribunal.

Name of authority	Brief of the case	Corrective action taken
CCI	<p>1. "Competition Commission of India(CCI)" vide its order dated August31,2016 imposed a penalty of ₹12,854 lacs ontheCompany.Theappeal was heard whereupon National Company Law Appellate Tribunal (NCLAT)vide order dated July25,2018 upheld CCI's order.The Company has filed statutory appeal before the Hon'ble Supreme Court, which vide its order dated October 5,2018 has admitted the appeal and directed that the interim order of stay passed by the NCLAT in this matter will continue for the time being. The Company,backed by legal opinion,believes that it has a good case</p> <p>2. In a separate matter, CCI imposed penalty of ₹ 928 lacs vide order dated January 19, 2017 for alleged contravention of provisions of Competition Act, 2002 by the Company. On Company's appeal, NCLAT has stayed the operation of CCI's order. The matter is pending for hearing before NCLAT. The Company, backed by legal opinion, believes it has a good case</p>	The Company believes in fair dealing and avoid any actions that could lead to unfair competition and hindering of free trade.

Leadership Indicators

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

S no.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly /Others – please specify)	Web Link, if available
1	Green power Procurement policies	National and international platforms, meeting with BEE, MNRE, CII	Yes	As and when required	Not available
2	Carbon markets	Seminars, conferences and Forums	Platforms of CII, BEE, CMA, MoEF&CC	As and when required	NA
3	Fly Ash regulations and market dynamics	Seminars, conference	Platforms of CMA and MoEF&CC	As and when required	NA

S no.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly /Others – please specify)	Web Link, if available
4	Decarbonization and Net Zero	National and international conferences, Meetings, seminars-	Platforms of Bureau of Energy Efficiency, MoEF&CC, GCCA, SBTi, TERI, FICCI, CDP, CMA	As and when required	NA
5	Water stewardship	Seminars, conference	Platform of CII, GCCA	As and when required	N.A
6	Cement sector alignment with SDGs	Conference, seminars	Platform of GCCA	As and when required	N.A
7	Regulatory compliances and EPR obligations	Conferences, meetings	Platform of MoEFCC, CPCB, SPCB, CII and CMA	As and when required	N.A

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.

Social Impact Assessments study has been carried out while getting environmental clearance as per the guidelines provided by the MoEFCC and same has been implemented. The Company assesses the effectiveness of all projects undertaken voluntarily as a part of JKCL way of giving back to society.

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
Nil					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

No land has been acquired for any of our projects. Hence, Rehabilitation and Resettlement (R&R) is not applicable.

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

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

We actively encourage the local communities to share their suggestions and concerns with us. We have established a robust grievance mechanism that allows individuals to express any issues they may have. We ensure that our CSR committee regularly engages with the local communities so that complaints can be raised either through formal or informal mode such as letter, one-to-one meetings, etc. All the complaints raised are investigated and relevant actions are taken to resolve the issues at the earliest.

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

	FY 23	FY 22
Directly sourced from MSMEs/ small producers	8.8%	-
Sourced directly from within the district and neighbouring districts	Not available	Not available

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):

We have identified positive impacts on the society as part of Social impact assessment studies that were carried out while getting Environmental Clearance and our regular interactions with the society.



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

S. No.	State	Aspirational District	Amount spent (In INR)
None of our CSR projects fall in any aspirational district			

3. a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
JKCL promotes procurement of materials from suppliers who are compliant to ESG principles. JKCL prefers local suppliers as it helps in creating livelihood opportunities for the locals.
- b) From which marginalized /vulnerable groups do you procure?
We have not segregated the vendors based on the marginalized /vulnerable groups.
- c) What percentage of total procurement (by value) does it constitute? Not available

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
No Benefit derived as Production of cement and other building material requires expert knowledge and not traditional knowledge. Based on such expertise we develop and improve on product ranges which are registered with Trade Mark Registry. We sell cement and building material under those trade name registered with Trade Mark Registry.				

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
No adverse Order passed.		

6. Details of beneficiaries of CSR Projects

CSR Project	No. of persons benefitted from CSR Projects
Art & Culture	200
Community Welfare	55,058
Disaster Relief	1,00,000
Drinking Water Arrangement	66,800
Education	6,907
Environment	28,016
Health	36,178
Livelihood Promotion	92,287
National Functions	23,000
Infrastructure Development	29,500
Sanitation	3,000
Sports Promotion	18,400
Others	29,380
Covid	6
Total	4,88,526

The beneficiaries of CSR projects are from all sections of the society in our area of influence

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.

JKCL has the provision for customers to provide feedback or raise any concerns on the website.

Customers can reach out on the email IDs: consumer.care@jkcement.com & customercare.white@jkcement.com and JKCL also has toll free number 1800 266 2606. JKCL takes all the necessary measures to resolve the complaints and provide the quality products and service to all the customers. We have marketing offices in 19 states where our team regularly interacts with the customers and dealers. Trainings are also provided to customers for proper usage and disposal of the products. We have a dedicated cell of technical engineers who visits the customer's site to take feedback, build capacity and resolve any product related queries etc.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Restrictive Trade practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Others	1296	20	C.F to FY 23-24	1884	4	C.F FY 22-23

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	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.

Yes, Our code of conduct covers data security and risks related to privacy. Our company has established comprehensive cybersecurity procedures, and IT security practices to guarantee the absence of data leaks and breaches of data privacy. Regular and thorough risk assessments are conducted to identify vulnerabilities, threats, and risks to our assets, enabling us to implement necessary controls. Additionally, we conduct awareness and training programs for our employees to ensure they are well-informed about data breaches and equipped with the knowledge to prevent them.



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.**

Since there are no complaints, there was no need for any corrective action

Leadership Indicators

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

Products can be referred on the website- <https://www.jkcement.com/>

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

Our marketing team regularly interacts with the customers to educate them about our products and their proper usage. We have a dedicated cell of technical engineers who visits the customer's site for site assessment, share best construction practices, build capacity, take feedback and resolve any product related queries etc.

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

Our Company doesn't fall under essential services.

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**

Yes, our company follows BIS regulations for the product packaging and information to be contained in the product packaging.

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of the entity or the entity as a whole? (Yes / No)

Yes. We carry out surveys to gauge customer satisfaction for our products. Our website also has a customer feedback page where our customers can provide their feedback in case of any concern.

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