

June 27, 2023

To,

BSE Limited

Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai – 400 023
BSE Code: 532926

National Stock Exchange of India Limited

Exchange Plaza, Bandra – Kurla Complex,
Bandra (E), Mumbai – 400 051
Scrip Code: JYOTHYLAB

Dear Sir,

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 please find enclosed herewith the Business Responsibility and Sustainability Report for the financial year 2022-23, which forms an integral part of the Annual Report of the Company for the Financial Year 2022-23.

Please take the above on record and disseminate the same for the information of investors.

Thanking you,

Yours faithfully,

For Jyothy Labs Limited

Shreyas Trivedi

Head – Legal & Company Secretary

Encl.: as above

Jyothy Labs Limited

CIN: L24240MH1992PLC128651

'Ujala House', Ramkrishna Mandir Road,
Kondivita, Andheri (East), Mumbai 400 059.

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info@jyothy.com | www.jyothy.com

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

Details of the listed entity

| | |
|---|---|
| 1. Corporate Identity Number (CIN) | L24240MH1992PLC128651 |
| 2. Name of the Listed Entity | Jyothy Labs Limited |
| 3. Year of incorporation | 1992 |
| 4. Registered office address | 'Ujala House', Ram Krishna Mandir Road, Kondivita, Andheri (East), Mumbai – 400 059 |
| 5. Corporate address | |
| 6. E-mail | secretarial@jyothy.com |
| 7. Telephone | 022-66892800 |
| 8. Website | www.jyothylabs.com |
| 9. The financial year for which reporting is being done | 2022-23 |
| 10. Name of the Stock Exchange(s) where shares are listed | BSE Limited and the National Stock Exchange of India Limited |
| 11. Paid-up Capital | ₹ 36,72,08,644 |
| 12. Name and contact details of the person who may be contacted in case of any queries on the BRSR report | Ms. M. R. Jyothy (022-66892800/ secretarial@jyothy.com) |
| 13. Reporting boundary | The reporting is done on a standalone basis for F.Y. 2022-23. Being the maiden year of BRSR, we are limiting the scope of the report to the organizational boundaries of the Company on a standalone basis. |

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 and Trading of FMCG products | Manufacturing and trading of Soaps | 34.94% |
| 2 | | Manufacturing and trading of Detergents | 39.82% |
| 3 | | Manufacturing and trading of Mosquito repellent | 8.75% |
| 4 | | Manufacturing and trading of Personal Care products | 9.74% |

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 | Soaps | 20231 | 34.94% |
| 2 | Detergents | 20233 | 39.82% |
| 3 | Mosquito Repellent | 20211 | 8.75% |
| 4 | Personal Care | 20237 | 9.74% |

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

| Location | Number of plants | Number of offices | Total |
|---------------|------------------|-------------------|-------|
| National | 23 | 5 | 28 |
| International | 1 | 0 | 1 |

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

| Locations | Number |
|----------------------------------|-----------|
| National (No. of States) | Pan-India |
| International (No. of Countries) | 19 |

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

(₹ in Lakhs)

| | FY23 | FY22 |
|----------------------------------|---------|---------|
| Export Revenue | 6016.53 | 5829.62 |
| Percentage of the total turnover | 2.42% | 2.65% |

c. A brief on types of customers

Jyothy Labs is an Indian consumer goods company that manufactures a variety of products such as fabric care, household insecticides, personal care and dishwashing products for consumers that require cleaning and hygiene products. The Company has a strong presence in India and its products are available through a network of retail outlets and supermarkets. The Company also has a significant digital presence with items sold online on E-commerce platforms.

Employees**18. Details as at the end of the Financial Year:****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) | 2047 | 1932 | 94.38% | 115 | 5.62% |
| 2. | Other than Permanent (E) | 1832 | 1558 | 85.04% | 274 | 14.96% |
| 3. | Total employees (D + E) | 3879 | 3490 | 89.97% | 389 | 10.03% |
| Workers | | | | | | |
| 4. | Permanent (F) | 555 | 228 | 41.08% | 327 | 58.92% |
| 5. | Other than Permanent (G) | 2284 | 1479 | 64.75% | 805 | 35.25% |
| 6. | Total workers (F + G) | 2839 | 1707 | 60.13% | 1132 | 39.87% |

b. Differently abled Employees and workers:

| S. No | Particulars | Total (A) | Male | | Female | |
|------------------------------------|--|-----------|---------|-----------|---------|-----------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| Differently-abled employees | | | | | | |
| 1. | Permanent (D) | 1 | 1 | 100% | 0 | 0% |
| 2. | Other than Permanent (E) | 0 | 0 | 0% | 0 | 0% |
| 3. | Total differently abled employees(D + E) | 1 | 1 | 100% | 0 | 0% |
| Differently-abled workers | | | | | | |
| 4. | Permanent (F) | 2 | 1 | 50% | 1 | 50% |
| 5. | Other than permanent (G) | 6 | 5 | 83.33% | 1 | 16.67% |
| 6. | Total differently abled workers (F + G) | 8 | 6 | 75% | 2 | 25% |

19. Participation/Inclusion/Representation of women

| | Total (A) | No. and percentage of Females | |
|--------------------------|-----------|-------------------------------|-----------|
| | | No. (B) | % (B / A) |
| Board of Directors | 6 | 3 | 50% |
| Key Management Personnel | 3 | 1 | 33.33% |

20. The turnover rate for permanent employees and workers

| | FY 2022-23 | | | FY 2021-22 | | | FY 2020-21 | | |
|---------------------|------------|--------|--------|------------|--------|--------|------------|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 12.28% | 13.62% | 12.36% | 11.63% | 14.29% | 11.79% | 7.48% | 0.85% | 7.08% |
| Permanent Workers | 4.71% | 3.60% | 4.06% | 2.92% | 1.49% | 2.08% | 9.36% | 8.10% | 8.62% |

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(A) | Type | % of shares held by the listed entity | Is the entity indicated in the Business Responsibility initiatives? (Yes/No) |
|--------|------------------------------------|------------|---------------------------------------|--|
| 1 | Jyothy Kallol Bangladesh Limited | Subsidiary | 75.00 | No |

CSR Details

| | | | |
|---------|---------------------------|---|-------------|
| 22. (i) | Whether CSR is applicable | : | Yes |
| | Turnover (₹ in Lakhs) | : | 2,48,194.60 |
| | Net worth (₹ in Lakhs) | : | 88,142.10 |
| | CSR Spend (₹ in Lakhs) | : | 381.95 |

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 | Grievance Redressal Mechanism in Place (Yes/No) | FY 2022-23 | | | FY 2021-22 | | |
|-------------------------------------|---|---|--------------------------------------|---|---|--------------------------------------|---------------------------------------|
| | | No. of complaints filed during the year | No. of complaints pending resolution | Remarks | No. of complaints filed during the year | No. of complaints pending resolution | Remarks |
| Communities | Yes | 0 | 0 | N.A. | 0 | 0 | N.A. |
| Investors (other than shareholders) | Yes | 0 | 0 | N.A. | 0 | 0 | N.A. |
| Shareholders | Yes | 10 | 0 | All the Complaints have been resolved | 11 | 0 | All the Complaints have been resolved |
| Employees and workers | Yes | 0 | 0 | N.A. | 0 | 0 | N.A. |
| Customers | Yes | 107 | 8 | The pending complaints were received during the end of March, 2023 and the same has been satisfactorily resolved during April, 2023 | 247 | 0 | All the Complaints have been resolved |
| Value Chain Partners | Yes | 0 | 0 | N.A. | 0 | 0 | N.A. |

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

| S. No. | Material issue identified | Indicate whether risk or opportunity | Rationale for identifying the risk/opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|--|--------------------------------------|---|---|--|
| 1 | Energy management | Opportunity | Around the globe, there is an urgent need to save energy. By adopting Energy management practices, the Company can not only help in reducing the carbon emissions that contribute to global warming but it will also help in reducing the Company's dependence on limited fossil fuels. | N.A. | Positive - Investing in renewable energy, energy-efficiency can positively impact the Company's financial performance and reduce operating costs over the long term. |
| 2 | Managing packaging materials and waste | Risk | Plastic waste is India's and the world's most formidable environmental challenge today. The Company being in the business of consumer products and since majority of its final goods are packed in plastic bottles/ wrappers, the Company consider plastic as risk to the environment and its business. The management of plastic packaging materials, especially at the end-of-life stage, is an issue of significant societal importance and potential business risk. | The Company is committed to developing a sustainable future by investing in advanced packaging research and development and facilitating the creation of recycling infrastructure to ensure that none of its packaging ends up in landfills, aquatic dumps or as litter in the environment. | Negative – Non-compliance with regulatory norms on waste management can lead to fines/ penalties and can adversely affect the operating costs of the Company. |

| S. No. | Material issue identified | Indicate whether risk or opportunity | Rationale for identifying the risk/opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|-------------------------------|--------------------------------------|---|---|--|
| 3 | Climate change | Risk | The potential consequences of climate change can significantly harm the Company's business, and a failure to adopt a suitable strategy or implement it correctly can severely disrupt the Company's business continuity. Being a manufacturing Company, our business is energy intensive and regulators are also very prompt to take corrective action in case of failure from Company side to comply with various laws protecting Environment and which may lead to heavy fines & penalties. | <ul style="list-style-type: none"> a. Investment in state-of-the-art equipment and automation initiatives at the Company's plant to ensure optimal energy consumption b. Installed 65 KW roof top photovoltaic (solar) power station at Silvassa unit which generates a daily average of 258 KWh energy c. replaced traditional lights with LEDs across plants d. Use of briquettes as alternate energy source e. Installing variable frequency drive (VFD) on major conveyor belt system at some of the Company's plants, reducing its motor power consumption to 40% f. Centralising air compressor, water chiller with single chiller (for winters) and vacuum pump system g. Educate employees about negative impacts of climate change and corrective measure required in day to day life to reduce the impact. | Positive - The adoption of eco-friendly technology and emission reduction techniques may lead to a short term rise in costs, but, it would benefit the Company in a long run for business sustainability. Being a socially responsible organization, apart from statutory compliances Company also takes voluntary measures to mitigate the impact on Environment. |
| 4 | Water consumption | Risk | As water is a limited resource, it presents a potential threat to the Company's business operations. Also, poor management of waste water can lead to non-compliance with legal requirements leading to penalties, fines, etc. besides demining image of the Company. | <p>The Company has initiated pilot programs to decrease the consumption of raw water during the manufacturing process, and all its facilities have efficient water recycling and wastewater treatment systems.</p> <p>The Company also aims to implement zero liquid discharge facilities at all its plants in near future.</p> | Positive - The cost of operations is directly related to water consumption. Therefore, effective water management has a positive financial impact not only in the short term, but also in the long term. |
| 5 | Product life cycle assessment | Opportunity | Product life cycle assessment will help the Company to gain a comprehensive understanding of the environmental footprint of its products and develop effective plans for mitigating any adverse environmental impacts resulting from its products. | N.A. | Positive - The use of Product Life Cycle Assessment can assist the Company in pinpointing opportunities to promote the use of sustainable materials and circular practices. By doing so, the Company can reduce costs associated with compliance and promote reuse and recycling of input materials. Ultimately, this will result in cost savings for the Company. |

| S. No. | Material issue identified | Indicate whether risk or opportunity | Rationale for identifying the risk/opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|--|--------------------------------------|--|---|--|
| 6 | Raw material sourcing and sustainability | Risk | The type of products the Company produces heavily relies on the quality of its raw materials. The potential environmental hazards resulting from climate change could jeopardize the availability and reliability of raw materials for the Company. Additionally, failure to source raw materials sustainably may lead to compliance risks, negatively impacting the Company's ESG performance and rating. | By leveraging our R&D capabilities, the Company can explore potential substitutes for specific raw materials in cases where they become unavailable. Additionally, the Company will collaborate with its vendors to identify sustainable methods for the sourcing, storage, and transportation of raw materials. | <p>Positive - The Company can strengthen its environmental dedication by procuring raw materials from local suppliers. This practice will not only reduce emissions resulting from transportation but also improve product quality and support the regional/national community. Additionally, the Company can benefit from lower raw material costs by sourcing locally.</p> <p>Negative –</p> <p>Inability to procure raw material can impact the production. It can also reduce the margin or create disruption in operations.</p> <p>The Company aspire to have a sustainable supply chain where it can decrease its dependencies to external factors and make it more resilient.</p> |
| 7 | Employee health and safety | Risk | Failure to prioritize employee health and safety can result in reduced productivity and an increased risk of injuries and harm to our employees. | Numerous endeavours and undertakings have been established to guarantee the well-being and safety of employees. Additionally, the Company has in place an EHS management system for all its facilities. The Company also conducts regular training for its employees and workers to tackle workplace hazards. | Positive – Allocating financial resources towards employee health and safety can yield positive long-term results by reducing downtime and costs associated with any injury or illness. |
| 8 | Human rights | Risk | The ever-evolving regulations surrounding human rights present a challenge for the Company's business. Additionally, addressing modern slavery is a key business risk to remain relevant for future generations. | The Company dedicates significant efforts to ensure that its business practices do not infringe upon human rights and it adheres to all applicable relevant labour laws and regulations. | Negative - Any human rights violations can lead to substantial financial and reputational risks for a company, which can ultimately have a negative impact on the Company's business. |
| 9 | Responsible marketing | Risk | In order to establish trust and foster engagement with the Company's stakeholders, it is essential that the Company engage in responsible marketing practices and are transparent about the environmental and societal impacts of its products. It is also important to note that failure to comply with relevant marketing standards, laws, and regulations poses a risk to the Company's business and may result in accusations of greenwashing. | The Company recognize the importance of leading and directing its employees and partners in ethical marketing practices. The Company's commitment to adhering to applicable local, national, and international marketing standards, laws, and regulations, as well as industry self-regulatory guidelines, is a fundamental aspect of its approach. | Positive - Responsible marketing can help a business build a positive reputation and brand image. This can lead to increased consumer confidence, higher sales, and better financial performance. |

| S. No. | Material issue identified | Indicate whether risk or opportunity | 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) |
|--------|---------------------------|--------------------------------------|---|--|---|
| 10 | Stakeholder engagement | Opportunity | The connection between decision-making and accountability is essential, and effective engagement between stakeholders and the Company's Board is crucial for informed and meaningful decision-making. Engaging with stakeholders involves providing opportunities for both parties to listen to each other and gain insights into different perspectives. Therefore, the Company place a great importance on engaging with all of its stakeholders in the decision-making process for its business. | N.A. | Positive- Investors are increasingly looking for companies that take a holistic approach to business, which includes engaging with stakeholders, and are more likely to invest in companies that demonstrate a commitment to social responsibility. |
| 11 | Diversity and inclusion | Opportunity | An increasing recognition exists that establishing an inclusive workplace where all individuals, regardless of gender, ethnicity, background, preferences, and beliefs, feel valued and included, has a profound impact on stakeholders' perspectives. Cultivating a diverse and inclusive environment allows the Company to become a desirable employer. | N.A. | Positive – Diversity, Equity and Inclusion (DEI) initiatives foster positive relationships among employees and promote a more diverse and inclusive workplace, leading to long-term financial benefits for the Company. |
| 12 | Consumer Welfare | Risk | Failing to address consumer complaints and consider their input for product innovation can result in a decline in sales and market share besides losing consumer's confidence and Company's image. | The Company has developed robust relationships with its consumers and established enduring brands that offer value. The Company employ stringent quality control measures to monitor product quality concerns and handle consumer complaints efficiently. | Negative - Failure to address consumers complaints and issues will potentially lead to loss in the consumer base of the Company as well as lose goodwill in the long run. |
| 13 | Care for consumer hygiene | Opportunity | Post COVID-19, hygiene and health has become a matter of concern across the globe. The Company being manufacturer/ distributor of hygiene focused products like Exo, Pril, Margo etc. has allowed the Company to meet the consumer requirements pertaining to hygiene and health safety. It exemplifies the agility of our core team, which is always innovating to quickly respond to market developments. | N.A. | Positive - Approximately 45% of the Company's sales are from its products that primarily focuses on health and hygiene of the consumers. |
| 14 | Counterfeit Product | Risk | Since the products are sold on trust/ brand image, any duplication/ infringement of a product misleads the consumers about the quality/ effectiveness of Company's original product. Risk arising due to Counterfeit products: a. damages brand image; b. loss of sales; c. loss of brand value; and d. health and safety danger to consumers. | The Company has taken following steps to mitigate the risk associated with counterfeit products: a. appointed various agencies at various Local market to track duplication of the Company's Products b. improvise/ change packaging so the Consumers can differentiate between Branded and duplicate Product. c. create awareness about the Company's various Brands through various mode like TV commercial & Print/ media release, etc. d. conducting raids and taking legal action | Negative - Loss of sales; Reputation risk; Market share decrease; Low quality products to consumers and related hazards; and Media spend go wasted. |

| S. No. | Material issue identified | Indicate whether risk or opportunity | 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) |
|--------|---------------------------|--------------------------------------|---|--|--|
| 15 | Compliance and governance | Risk | <p>The Manufacturing facility of the Company is spread across the Country with 23 factories.</p> <p>Number of factories also increases the corresponding number of compliance risk associated to its functioning and complying of various Laws applicable at local/ State level.</p> <p>The Regulations/ Laws in the consumer goods industry continues to evolve with newer Health, Environment & Safety norms. Non-compliance of the same may lead to environmental and social risk.</p> | In order to ensure and track compliance of all the laws and regulations applicable to the Company, it has implemented a Compliance Tool software mechanism viz. "Legatrix" designed by Legasis Services Private Limited. | Negative - An organization's failure to comply with applicable laws and regulations can affect its revenue, profits which can lead to loss of reputation, business opportunities and valuation. It may also lead to incur Legal Cost and in many cases Civil/ Criminal consequences. |

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 |
|--|---|-----|-----|-----|-----|-----|-----|-----|-----|
| Policy and management processes | | | | | | | | | |
| 1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| b. Has the policy been approved by the Board? (Yes/No) [Refer Note] | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| c. Web Link of the Policies, if available | a) Sustainable Procurement Policy: https://www.jyothylabs.com/wp-content/uploads/2023/03/Sustainable-Procurement-Policy-JLL.pdf | | | | | | | | |
| | b) Equal Opportunity Policy for Persons with Disabilities: https://www.jyothylabs.com/wp-content/uploads/2023/02/Equal-Opportunity-Policy.pdf | | | | | | | | |
| | c) Safety Health & Environment Policy: https://www.jyothylabs.com/wp-content/uploads/2022/06/JLL-SAFETY-HEALTH-ENVIRONMENT-POLICY-IN-ENGLISH.pdf | | | | | | | | |
| | d) Anti-bribery and Anti-corruption Policy: https://www.jyothylabs.com/wp-content/uploads/2021/05/Anti-bribery-policy.pdf | | | | | | | | |
| | e) Business Ethics Policy: https://www.jyothylabs.com/wp-content/uploads/2021/05/BUSINESS-ETHICS-POLICY_18.5.2021_JLL.pdf | | | | | | | | |
| | f) Corporate Governance Code: https://www.jyothylabs.com/wp-content/uploads/2021/05/Corporate-governance-code-18.5.2021_JLL.pdf | | | | | | | | |
| | g) Conflict of Interest Policy: https://www.jyothylabs.com/wp-content/uploads/2021/05/Conflict-of-Interest-Policy-18.5.2021_JLL.pdf | | | | | | | | |

| Disclosure Questions | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|--|---|-----|-----|-----|-----|-----|-----|-----|-----|
| Governance, leadership and oversight | | | | | | | | | |
| 7. Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) | <p>Sustainability is a key pillar of our business at Jyothy Labs, and we remain steadfast in our commitment to conducting our operations in a responsible and ethical manner that supports social and environmental responsibility.</p> <p>Over the past years, we have taken significant strides towards achieving this goal. We have invested in renewable energy sources, implemented initiatives to reduce our carbon footprint, and introduced sustainable waste management practices. Our ISO 14001:2015 certified Environment Management System has helped us commission solar plants and conduct energy audits at all our plants. We are also working towards decarbonization and reducing Scope 1, 2 and 3 emissions.</p> <p>Our commitment to upholding human rights and treating our employees and stakeholders fairly and respectfully is also a priority. We have implemented policies and procedures to ensure this and supported the communities we operate in through our Corporate Social Responsibility initiatives.</p> <p>We understand that sustainability is an ongoing journey, and we remain dedicated to improving and finding new ways to reduce our environmental impact, contribute to society, and create a sustainable future. We will continue to make progress in this direction and keep our stakeholders updated on our journey towards sustainability.</p> | | | | | | | | |
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Ms. M. R. Jyothy, Managing Director. | | | | | | | | |
| 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. | Yes, the Managing Director/ Corporate Social Responsibility (CSR) Committee/ Risk Management Committee were responsible for taking decisions earlier on sustainability issues. Recently, the Board of Director's at its meeting held on March 3, 2023 have constituted a dedicated Environment, Social and Governance (ESG) Committee who will be responsible jointly with the CSR Committee for identifying and addressing issues related to sustainability. | | | | | | | | |

Note: As per the Company's practice, all the mandatory policies under Indian laws and regulations have been approved by the Board. Other policies are approved by the concerned Functional Head or Top Management of the Company depending upon the nature of the policy.

10. Details of Review of NGRBCs by the Company:

| Subject for Review | Indicate whether the review was undertaken by the Director / Committee of the Board/ Any other Committee | | | | | | | | | Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) | | | | | | | | |
|--|--|-----|-----|-----|-----|-----|-----|-----|-----|--|-----|-----|-----|-----|-----|-----|-----|-----|
| | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
| Performance against above policies and follow up action | Yes | | | | | | | | | The policies are reviewed on a periodic basis | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | Yes, the Compliance with statutory requirements is checked on a regular basis and the policies are updated as and when required. | | | | | | | | | | | | | | | | | |

11. Has the entity carried out an independent assessment/evaluation of the working of its policies by an external agency?

Yes, in addition to internal review of the Policies, the Company has also carried out the assessment of the working of the Policies through M/s. Maroon Oak Technologies Private Limited, an external agency, expert in the reviewing, guiding and reporting the sustainability issues.

12. If the 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) | | | | | | | | | Not Applicable |
| It is planned to be done in the next financial year (Yes/No) | | | | | | | | | |
| Any other reason (please specify) | | | | | | | | | |

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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 held | Topics/principles covered under the training and its impact | %age of persons covered |
|--------------------|-------------------------------|---|-------------------------|
| Board of Directors | 8 | <p>During the Financial Year 2022-23, the Company had conducted the following trainings for the Board of Directors on the Principles of NGRBC:</p> <ol style="list-style-type: none"> 1. Climate change & environment sustainability (Cool the Globe); 2. Training on the Prevention of Sexual Harassment of women at workplace; 3. Diversity Training; 4. Human Rights training; 5. Anti-corruption & Anti Bribery; 6. Conflict of Interest; 7. Business Ethics; and 8. Training of Structured Digital Database under SEBI Insider Trading Regulations | 100% |

| Segment | Total number of training held | Topics/principles covered under the training and its impact | %age of persons covered |
|-----------------------------------|-------------------------------|---|-------------------------|
| Key Managerial Personnel | 13 | <p>During the Financial Year 2022-23, the Company had conducted the following trainings for the Employees including Key Managerial Personnels on the Principles of NGRBC:</p> <ol style="list-style-type: none"> 1. Climate change & environment sustainability (Cool the Globe); 2. Training on the prevention of Sexual Harassment of women at workplace; 3. Training on mental wellness; 4. Diversity Training; 5. Training Workshop on EPFO Higher Pension Scheme; 6. Advanced Excel training; (except for workers) | 100% |
| Employees other than BoD and KMPs | 13 | <ol style="list-style-type: none"> 7. Data Privacy, Cyber security and how to safeguard from cyber crime; 8. First Aid CPR & Fire Safety Training; 9. Human Rights training; 10. Anti-corruption & Anti Bribery; 11. Conflict of Interest; 12. Business Ethics; and 13. Training of Structured Digital Database under SEBI Insider Trading Regulations [only Designated Persons categorised under SEBI (Prohibition of Insider Trading) Regulations, 2015] | 100% |
| Workers | 28 | <p>In addition to above 11 trainings on NGRBC, workers were also provided the following skill upgradation training and awareness programme in their respective areas of work:</p> <ol style="list-style-type: none"> 1. Compressor Efficiency Improvement; 2. Resources Utilisation(MMM); 3. Diesel Generator Preventive Maintenance; 4. In Mould Labelling Robot Preventive Maintenance; 5. Soap Defoiling procedure; 6. One Point Lesson for Fire Extinguisher Accesibility; 7. One Point Lesson for Wrapping operators responsibilty; 8. Over Equipment Efficiency; 9. Preventive Maintenance; 10. Corrective Action Preventive Action (CAPA) Reporting; 11. Injection Moulding Operational; 12. Personal Hygiene; 13. RCA (Root Cause analysis); 14. Online Quality; 15. Chemical Handling; 16. Waste Management; and 17. Statutory Requirement for HSE | 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):**

| NGRBC Principle | Monetary | | Brief of the Case | Has an Appeal been preferred? (Yes/ No) |
|-----------------|---|-----------------|-------------------|---|
| | Name of the regulatory/ enforcement agencies/ judicial institutions | Amount (In INR) | | |
| Penalty/ fine | | NIL | | |
| Settlement | | NIL | | |
| Compounding fee | | NIL | | |
| | Non-Monetary | | | |
| 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 |
|--------------|---|
| N.A. | N.A. |

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

Yes, the Company has adopted an Anti-bribery and Anti-corruption Policy which has been adopted and approved by the Board of Directors of the Company at its meeting held on May 18, 2021. The Company believes in conducting its business with integrity and ethical practices. The Company believes that its reputation is a vital business asset that not only depends upon the commitment and conduct of all the Company's directors, officers, and employees but also on the conduct of those with whom it does business i.e. all its stakeholders. The Company's goal is to ensure that all of its business partners reflect the same high ethical standards as that of the Company and demonstrate a commitment to compliance with all laws governing their activities, including laws prohibiting bribery or corruption.

During the Financial Year, the Company has also conducted a virtual training and awareness session for its employees on Anti-bribery and Anti-corruption.

The Company has also made Anti-corruption and Anti-bribery clause as a part of all its business agreements, wherein any breach or failure of the said clause will lead to termination of business relationship.

A copy of the said Policy is available on the Company's website at: <https://www.jyothy.com/wp-content/uploads/2021/05/Anti-bribery-policy.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 | FY 2021-22 |
|-----------|------------|------------|
| Directors | Nil | Nil |
| KMPs | Nil | Nil |
| Employees | Nil | Nil |
| Workers | Nil | Nil |

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

| | FY 2022-23 | | FY 2021-22 | |
|--|------------|---------|------------|---------|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | Nil | - | Nil | - |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | Nil | - | Nil | - |

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

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.**

The Company's R&D department has successfully implemented an optimized formulation for the manufacture of its mosquito coils under the Maxo brand. This implementation has been rolled out across all three manufacturing locations, which resulted in a savings of approximately 18% of the water consumption during coil dough manufacturing process. Additionally, this formulation has also led to a reduction in energy demand required during its drying operation.

The Company is sensitive to the concerns of the environment and its surroundings that it operates in.

The Company has installed a mini-ETP facility in March, 2022 to treat the sewage generated from R&D laboratory at Mumbai before discharging this downstream to main Municipal Corporation of Greater Mumbai (MCGM) sewage line.

The Company being in the FMCG industry, it's R&D expenses are always focused towards improving its products considering the Social and Environmental parameters. During the Financial Year 2021-22 the Company had spent ₹ 67.27 Lacs towards capex investments and ₹ 781.39 Lacs towards R&D expenditure. Similarly, the Company for the Financial Year 2022-23 has spent ₹ 116.81 Lacs towards capex investments and ₹ 987.43 Lacs towards R&D expenditure.

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

Yes, we have formed a Sustainable Procurement Policy which outlines the sustainable sourcing strategy of the Company.

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

Approximately 70% of the inputs was sourced sustainably. While selecting vendors/ channel partners, the Company always analyse & evaluate the sustainability of the vendors/ channel partners. The Company's continuous initiative to source it's raw material/ packaging material from sustainable vendors/ channel partners will lead towards achieving 100% sustainable sourcing.

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.

For Plastics, E-waste and Hazardous waste, we have a best-in-class waste management practice in place. We engage with certified partners for the co-processing of waste.

Plastic:

Reuse - industrial plastic waste is collected at the Company's factories and used in plastic package moulding of the Company's products. This reduces wastage of plastic at the factory level itself.

Recycle / End-of-life disposal:

The Company has engaged CPCB registered plastic waste processors to collect plastic waste from municipal waste sites, public areas, bulk generators like hotels and restaurants. Once the plastic waste is collected, these plastic waste processors weigh the waste, segregate and compress it, and thereafter send it for recycling/end of life disposal. The processed plastic waste is generally sent to either a recycler who converts to plastic granules which are then added to virgin plastic for reuse, or to a co-processor for generation of energy, or to road construction agencies for road construction.

Additionally, the Company has taken significant efforts to reduce its usage of plastic in its packaging. The Company has successfully reduced use of plastic in its Henko Matic (Penta Carton) packaging by 12.67%, in Maxo Liquid Vaporiser by 8.51%, in Maxo 12 Hour Coil by 7.57% and in its Exo Safai Steel by 1.06%.

E-waste:

The Company has engaged a CPCB registered vendor for E-waste collection, disposal & recycling process. For recycling and disposal of E-waste, as and when the plants identify any e-waste, the same is informed to the Central IT team of the Company. Which in-turn requests, the E-waste collecting vendor to collect the e-waste from the specific location and dispose the e-waste in accordance with regulatory norms.

The process adopted by the Company's e-waste vendor is as follows:

The first crusher adopts double-shaft shredding, the second crusher adopts hammer crusher, and the third crusher adopts high-speed turbine crusher. The material is pulverized into powder through three-stage pulverization, and then sorted by air separation equipment and electrostatic separation equipment. This production line has a novel and unique structure, large production capacity and low power consumption, one-time feeding, and multiple machines cooperate to complete; Controlled by PLC, the machine improves the quality of recovered copper and prevents secondary pollution. The recovery rate of copper in waste circuit boards is over 98% through separation and sorting equipment.

Hazardous waste:

For recycling and disposal of hazardous waste:- All hazardous products of the Company are segregated at the depot level and sent to the respective State Pollution Control Board (SPCB) authorised waste management processor for disposal in accordance with regulatory norms.

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, EPR is applicable and the Company is a registered brand owner under the EPR regime. Further, the Company is compliant with the action plan approved by Central Pollution Control Board (CPCB) for the Financial Year 2022-23 by collecting 100% of its target.

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 | |
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | No. (D) | % (D / A) | No. (E) | % (E / A) | No. (F) | % (F / A) |
| Permanent employees | | | | | | | | | | | |
| Male | 1932 | 1932 | 100% | 1932 | 100% | NA | NA | 0 | 0% | 894 | 46.27% |
| Female | 115 | 115 | 100% | 115 | 100% | 115 | 100% | NA | NA | 115 | 100% |
| Total | 2047 | 2047 | 100% | 2047 | 100% | 115 | 5.53% | 0 | 0% | 1009 | 49.24% |
| Other than Permanent employees | | | | | | | | | | | |
| Male | 1558 | 1558 | 100% | 1558 | 100% | NA | NA | 0 | 0% | 59 | 3.79% |
| Female | 274 | 274 | 100% | 274 | 100% | 274 | 100% | NA | NA | 122 | 44.52% |
| Total | 1832 | 1832 | 100% | 1832 | 100% | 274 | 14.96% | 0 | 0% | 181 | 9.87%* |

Note:

*Other than permanent employees of the Company are mostly from field staff and their job profile requires extensive travelling to discharge their duties. Hence, it becomes difficult to provide them day care facility.

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

| Category | % of workers covered by | | | | | | | | | | |
|-------------------------------------|-------------------------|------------------|-------------|--------------------|-------------|--------------------|---------------|--------------------|-----------|---------------------|---------------|
| | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity Benefits | | Day Care facilities | |
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | No. (D) | % (D / A) | No. (E) | % (E / A) | No. (F) | % (F / A) |
| Permanent workers | | | | | | | | | | | |
| Male | 228 | 228 | 100% | 228 | 100% | NA | NA | 0 | 0% | 228 | 100% |
| Female | 327 | 327 | 100% | 327 | 100% | 327 | 100% | NA | NA | 327 | 100% |
| Total | 555 | 555 | 100% | 555 | 100% | 327 | 58.92% | 0 | 0% | 555 | 100% |
| Other than Permanent workers | | | | | | | | | | | |
| Male | 1479 | 1479 | 100% | 1479 | 100% | NA | NA | 0 | 0% | 1457 | 98.51% |
| Female | 805 | 805 | 100% | 805 | 100% | 805 | 100% | NA | NA | 780 | 96.89% |
| Total | 2284 | 2284 | 100% | 2284 | 100% | 805 | 35.25% | 0 | 0% | 2237 | 97.94% |

2. Details of retirement benefits, for the current financial year and previous financial year

| Benefits | FY 2022-23 | | | FY 2021-22 | | |
|----------|------------------------------|----------------------|--|------------------------------|----------------------|--|
| | % of total employees covered | % of workers covered | Deducted and deposited with the authority (Y/N/N.A.) | % of total employees covered | % of workers covered | Deducted and deposited with the authority (Y/N/N.A.) |
| PF | 100% | 100% | Y | 100% | 100% | Y |
| Gratuity | 100% | 100% | Y | 100% | 100% | Y |
| ESI | 11.39% | 64.86% | Y | 15.78% | 70.42% | Y |

3. Accessibility of workplaces

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

Yes, the Company has premise/offices which are accessible for its differently-abled employees.

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

The Company has implemented a policy on equal opportunity in accordance with the Rights of Persons with Disabilities Act, 2016. The policy was approved by the board on March 28, 2022, and is also available at the website of the Company at www.jyothy.com. Additionally, the Company's Business Ethics Policy includes provisions for equal employment and business opportunity, which can also be accessed on the Company's website.

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. | - | - |
| Female | 100% | 100% | - | - |
| Total | 100% | 100% | - | - |

*No permanent worker went on maternity leave during the reporting period

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

| | Yes/No (If Yes, then give details of the mechanism in brief) |
|--------------------------------|--|
| Permanent Workers | In case of permanent workers, for any grievance they can approach their shift supervisor/factory manager. |
| Other than Permanent Workers | In case of contractual workers, for any grievance they can approach their shift supervisor who will then consult factory manager if required. |
| Permanent employees | Yes, in case of any grievance employees can send mail to employeegrievances@jyothy.com or they can also send mail to respective function Business HR /AGM - HR /Head - HR, the same is reviewed by respective BHR /GM - HR and any such grievance if required is then also discussed with Head - HR. In case required further discussion is done with MD for resolving the grievance. |
| Other than permanent employees | In the case of contractual employees, they can send mail to employeegrievances@jyothy.com or can approach their reporting managers for grievance redressal |

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

| Category | 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 | 2047 | 0 | 0% | 2015 | 0 | 0% |
| - Male | 1932 | 0 | 0% | 1895 | 0 | 0% |
| - Female | 115 | 0 | 0% | 120 | 0 | 0% |
| Total Permanent Workers | 555 | 183 | 32.97% | 578 | 200 | 34.60% |
| - Male | 228 | 118 | 51.75% | 239 | 127 | 53.14% |
| - Female | 327 | 65 | 19.88% | 339 | 73 | 21.53% |

8. Details of training given to employees and workers:

| Category | FY 2022-23 | | | | | FY 2021-22 | | | | |
|------------------|-------------|-------------------------------|---------------|----------------------|---------------|------------|-------------------------------|---------|----------------------|---------|
| | Total (A) | On health and safety measures | | On skill upgradation | | Total (A) | On health and safety measures | | On skill upgradation | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (B) | % (B/A) | No. (C) | % (C/A) |
| Employees | | | | | | | | | | |
| Male | 3490 | 2986 | 85.56% | 2955 | 84.67% | - | - | - | - | - |
| Female | 389 | 101 | 25.96% | 89 | 22.88% | - | - | - | - | - |
| Total | 3879 | 3087 | 79.58% | 3044 | 78.47% | - | - | - | - | - |
| Workers | | | | | | | | | | |
| Male | 1707 | 68 | 3.98% | 98 | 5.74% | - | - | - | - | - |
| Female | 1132 | 192 | 16.96% | 110 | 9.72% | - | - | - | - | - |
| Total | 2839 | 260 | 9.16% | 208 | 7.33% | - | - | - | - | - |

Note:

The Company has been providing training on health and safety/ skill upgradation on a regular basis, but no data/ record has been maintained regarding the information asked above, hence the Company has not provided the data for the Financial Year 2021-22. Further, the Company has initiated data collection from Financial Year 2022-23 and will ensure 100% data availability of the above-mentioned trainings.

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

| Category | FY 2022-23 | | | FY 2021-22 | | |
|------------------|-------------|-------------|----------------|-------------|-------------|----------------|
| | Total (A) | No. (B) | % (B / A) | Total (A) | No. (B) | % (B / A) |
| Employees | | | | | | |
| Male | 1932 | 1853 | 95.91% | 1895 | 1790 | 94.46% |
| Female | 115 | 112 | 97.39% | 120 | 113 | 94.17% |
| Total | 2047 | 1965 | 95.99%* | 2015 | 1903 | 94.44%* |
| Workers | | | | | | |
| Male | 228 | 228 | 100% | 239 | 239 | 100% |
| Female | 327 | 327 | 100% | 339 | 339 | 100% |
| Total | 555 | 555 | 100% | 578 | 578 | 100% |

Notes: 100% of the employees eligible for appraisal were considered for performance and career development reviews.

*In the aforesaid table, 95.99% and 94.44% is the total number of employees who were reviewed by the Company and the balance 4.01% and 5.56% of the employees were new joinees, who were not eligible for appraisal.

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?

The Company has a policy and ensures maximum safety of all the employees & workers, the Company has adopted the following practices/ methods:

- Conducting Periodic Mock drills on all types of Emergencies like Fire, Natural calamities like flood, earthquake etc. with preparedness by site Emergency Response Team.
- Mitigating Emergency Preparedness Response Plan (EPRP) for all factories.
- Safety induction training program topics covering Basic First Aid & CPR (Cardiopulmonary Resuscitation) as per the requirements of OSHA 29 CFR 1910.266 (First Aid), Fire Safety Training as per requirements of OSHA 29 CFR 1926.150 (Fire Safety) regulations, Behavior base safety, Electrical safety by Lock Out Tag Out (LOTO) method, Material handling, Rescue & Evacuation training, Chemical storage safety, Hot work cold work activities conducted by safety work permit system, frequently conducting Road safety campaign.
- Safety toolbox talk walk, GEMBA walk by Site Safety committee etc. monitoring EHS data by Management Information system (MIS) monthly & Daily HSE inspection checklist. Safety advised letter issued if any deviation observed in safety management system.
- Focus on more leading parameters like Unsafe Act (UA) & Unsafe Condition (UC) on regular basis & took required Corrective action preventive action (CAPA).
- Health Task measurement by conducting Medical Health checkup camps, Medical fitness enhancement program conducted by site safety committee.
- Any incident is reported immediately by CAPA with horizontal deployment, sharing of EHS practices circulation as continual improvement in all factories to maintain the safe work environment.
- Access the Lagging parameters such as First aid cases, Minor & Major cases, if any, by 4 Block diagram Safety method covering, incident description, immediate action ,CAPA, & Safety recommendation.
- Enforcing Jyothy Labs Safety Health & Environment policy & objectives by displaying in Regional local languages.
- Circulation of HSE safety guidelines through audio clip in English as well as in local languages like Hindi, Tamil, Malayalam, Telgu, Kannada, Assamee. The idea is to give more rigorous focus on the safety discipline across all Regional Manufacturing units with continuous improvement.
- Encouraging team by giving safety award as a token of appreciation to Company employees and contract workers.

The Company has also been recognized by CII (Confederation of Indian Industry) EHS award, NSC award, GSS (Global Safety Summit Award), WSO (World Safety Organization) OHSE Award, SKIN (Synchronization of Knowledge & Information Network) Award.

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

- Reporting & closing the leading parameters such as Unsafe act & Unsafe condition on regular basis and the same is also captured in the monthly safety MIS.
- Implementing Job safety analysis, Hazard & Risk assessment & Environment aspect & Impact management process.
- Safety suggestion box implementation at all factories.
- Process safety communication by safety toolbox talk, pep talk method.
- Display MSDS (Material Safety Data Sheet) at material storage work areas.
- Communicate the employees as to what can be categorized as hazard by giving them health and safety training.
- Issue Work permit & also continuously monitoring HSE guidelines across at the Company.

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 & safety practices and working conditions:

The Company has ensured the work safety, employee safety as well as contract worker safety by providing a safe work environment. The Company has not reported any significant risk or concern. Also, the Company has circulated the best EHS practices across teams as a continuous improvement on the EHS front.

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.

Since the Company is a listed entity, its stakeholders are its owners i.e. the shareholders of the Company. For meeting the working capital requirements and other financial facilities, the Company avails the services of the Banks, Non-Banking Financial Companies & Financial Institutions hence the Company considers Banks also its key stakeholder.

For smooth functioning of the Company's business operations, the Company has identified regulatory authorities, employees, vendors/ suppliers, distributors, carrying and forwarding agents, landlords of properties taken on Leave & License or lease and Government agencies & authorities, as its other key stakeholders. The revenue of the Company is generated by sale of Company's products to its consumers.

The Company subscribes to retail audit data from NielsenIQ for the key categories to understand respective category growth and the Company's performance as compared to other key players. The Company also periodically participates in market trends sessions organized by suppliers to understand the growing needs of the consumers and the consumption habits. The Company's communication agencies provides requisite market intelligence to understand and tap into the mind set of the target consumer.

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 & Marginalised Group (Y/N) | Channel of Communication (Email/SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of Engagement (Annually/ Half yearly/ Quarterly/ Other please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement. |
|--------------------------|--|--|---|--|
| Shareholders | No | -Stock Exchange intimations, -Company's Website, -Official Press releases, -Conference call transcripts, - Annual Report, -Emails, - Newspaper, -SMS, -Calls, -Notice Board, -One to one | Quarterly / Annually/ as and when required | - Quarterly, half-yearly and annual financial results - General Meeting Notices - Television Commercials - Material information/ changes in the Company - Analyst Meet - Annual General Meetings - Dividend updates - Intimation about transfer of shares/ dividend |

| Stakeholder Group | Whether identified as Vulnerable & Marginalised Group (Y/N) | Channel of Communication (Email/SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of Engagement (Annually/ Half yearly/ Quarterly/ Other please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement. |
|---|---|---|--|--|
| Banks, Non-Banking Financial Companies & Financial Institutions | No | -Email, -Calls, letters, -One to one, - SMS, - Net banking | Regularly/ as and when required | - Term loan/ working capital facilities - Sanction letters/ facility letters |
| Regulatory / Government authorities | No | -Email, -Filings, - Official letters, - One to one | Regularly /as and when required | - Filing of various returns/ disclosures/ Forms - Replies to notices/ queries, etc. |
| Vendors/ Suppliers | No | - Calls, - Emails, - SMS, - One to one | Regularly /as and when required | - Enquiry about the quality of source products - Sustainability status - Raw material delivery status, - Routine activities |
| Employees | No | - Emails, - Sms, - letters, - One to one | Monthly or as and when required | - Important notifications - Annual appraisals - Medical health programmes - Trainings |
| Consumers | No | -Press release, -Advertisement, - Newspaper, - Pamphlets, - Website, - social media | Regularly | - Promotion of Company's brands - Feedback of product quality - Survey before new launch |
| Community | Yes | NGOs, CSR implementing agencies | Regularly/ as and when required | - Understanding need of the community, - Challenges in the society |

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 2022-23 Current Financial Year | | | FY 2021-22 Previous Financial Year | | |
|------------------------|--------------------------------------|--|-------------|---------------------------------------|---------------------------------------|-----------|
| | Total (A) | No. of employees/ workers covered (B) | % (B / A) | Total (C) | No. employees/ workers covered (D) | % (D / C) |
| Employees | | | | | | |
| Permanent | 2047 | 2047 | 100% | - | - | - |
| Other than permanent | 1832 | 1832 | 100% | - | - | - |
| Total Employees | 3879 | 3879 | 100% | - | - | - |
| Workers | | | | | | |
| Permanent | 555 | 555 | 100% | - | - | - |
| Other than permanent | 2284 | 2284 | 100% | - | - | - |
| Total Workers | 2839 | 2839 | 100% | - | - | - |

Note: The Company has been regularly conducting training on human right issues for its employees, whose data/ record has not been maintained for the Financial Year 2021-22, with respect to the information asked above, hence the Company has not provided the data for the Financial Year 2021-22.

2. Details of minimum wages paid to employees and workers:

| Category | FY 2022-23 | | | | | FY 2021-22 | | | | |
|-----------------------------|------------|-----------------------|---------|------------------------|---------|------------|-----------------------|---------|------------------------|---------|
| | 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 | 2047 | 21 | 1.03% | 2026 | 98.97% | 2015 | 43 | 2.13% | 1972 | 97.87% |
| Male | 1932 | 20 | 1.04% | 1912 | 98.96% | 1895 | 40 | 2.11% | 1855 | 97.89% |
| Female | 115 | 1 | 0.88% | 114 | 99.12% | 120 | 3 | 2.52% | 117 | 97.48% |
| Other than Permanent | 1832 | 902 | 49.24% | 930 | 50.76% | 1483 | 618 | 41.67% | 865 | 58.33% |
| Male | 1558 | 686 | 44.03% | 872 | 55.97% | 1262 | 454 | 35.97% | 808 | 64.03% |
| Female | 274 | 216 | 78.83% | 58 | 21.17% | 221 | 164 | 74.21% | 57 | 25.79% |
| Workers | | | | | | | | | | |
| Permanent | 555 | 0 | 0% | 555 | 100% | 578 | 0 | 0% | 578 | 100% |
| Male | 228 | 0 | 0% | 228 | 100% | 239 | 0 | 0% | 239 | 100% |
| Female | 327 | 0 | 0% | 327 | 100% | 339 | 0 | 0% | 339 | 100% |
| Other than Permanent | 2284 | 1725 | 75.53% | 559 | 24.47% | 2503 | 1864 | 74.47% | 639 | 25.53% |
| Male | 1479 | 1227 | 82.96% | 252 | 17.04% | 1626 | 1364 | 83.88% | 262 | 16.12% |
| Female | 805 | 498 | 61.86% | 307 | 38.14% | 877 | 500 | 57.01% | 377 | 42.99% |

3. Details of remuneration/salary/wages:

| | Male | | Female | |
|----------------------------------|--------|---|--------|---|
| | Number | Median remuneration/ salary/ wages of respective category | Number | Median remuneration/ salary/ wages of respective category |
| Board of Directors (BoD) | 3 | 18,75,000 | 3* | 89,30,700 |
| Key Managerial Personnel | 2 | 2,11,64,910 | 0 | - |
| Employees other than BoD and KMP | 1930 | 5,20,218 | 113 | 4,88,052 |
| Workers | 228 | 2,00,074 | 327 | 1,89,496 |

* Ms. M. R. Jyothy, Managing Director of the Company is also categorised as a Key Managerial Personnel.

4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

The Company's HR team is responsible for handling any human rights impacts or issues resulting from or attributed to the business. In the event of any such human rights issues, employees and workers can reach out to the HR team directly via email at employee grievances@jyothy.com.

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

If there are any human rights issues, emails can be sent to employee grievances@jyothy.com or any other HR team email address. The head of HR reviews the issue and conducts the necessary investigation. All points related to the investigation are then forwarded to the head of HR for further discussion and action. If necessary, the issue may also be reviewed with the MD.

6. 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 |
| Sexual Harassment | Nil | Nil | - | Nil | Nil | - |
| Discrimination at workplace | Nil | Nil | - | Nil | Nil | - |
| Child Labour | Nil | Nil | - | Nil | Nil | - |
| Forced Labour/ Involuntary Labour | Nil | Nil | - | Nil | Nil | - |
| Wages | Nil | Nil | - | Nil | Nil | - |
| Other human rights related issues | Nil | Nil | - | Nil | Nil | - |

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

Employees who have complaints related to discrimination can send an email to employeegrievances@jyothy.com or any other HR team email address. The head of HR reviews the complaint and conducts an investigation, and all relevant information regarding the discrimination case is sent to the head of HR for further discussion and action. If necessary, the issue may be reviewed with the MD.

In the case of sexual harassment, the company has established an Internal Complaints Committee in each zone and factory unit, as per guidelines of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act). The details of committee members and policy are available on the Company's notice board, which employees can view. Throughout the process, the confidentiality of the reporter is maintained, creating a safe space for employees and workers to report any discrimination or harassment issues.

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

Yes, all the Company's agreement has a dedicated clause on compliance with the requirements of human rights provisions and any breach of human rights provision can also lead to termination of business relationship.

9. Assessments for the year:

| | % of your plants and offices that were assessed (by the entity or statutory authorities or third parties) |
|-----------------------------|--|
| Child labour | 100% |
| Forced/involuntary labour | 100% |
| Sexual harassment | 100% |
| Discrimination at workplace | 100% |
| Wages | 100% |
| Others – please specify | - |

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

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 Joules or multiples) and energy intensity:**

| Parameter | FY (2022-23) In MJ | FY (2021-22) In MJ |
|---|-------------------------------|-------------------------------|
| Total electricity consumption (A) | 7,83,55,762 | 7,31,06,590 |
| Total fuel consumption (B) | 15,43,64,904 | 21,00,17,977 |
| Energy consumption through other sources (Solar) (C) | 35,44,895 | 4,68,630 |
| Total energy consumption (A+B+C) | 23,62,65,561 | 28,35,93,197 |
| Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) [MJ/₹] | 0.0097 | 0.0131 |

Notes:

- To move towards sustainable and environmentally friendly production methods and techniques, the Company has successfully implemented solar power plants in select facilities during the fiscal year 2021-22, with operations commencing in FY 2022-23. This initiative has had a significant impact in reducing the Company's reliance on non-renewable energy sources and has contributed to its efforts in achieving low carbon production.
- Furthermore, the Company's energy efficiency improvement initiatives in its manufacturing units have resulted in a substantial reduction in its overall energy consumption. This includes discontinuing the use of natural gas in the Company's facilities and implementing alternative energy installations, which have proven to be effective in the Company's quest for sustainable operations.

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.

Although the entity does not have any sites/ facilities identified as designated consumers (DCs) under the Performance, Achieve, and Trade (PAT) Scheme of the Government of India, the Company is committed to promoting a healthy and sustainable lifestyle based on traditional values of conservation and moderation. As part of the Company's voluntary efforts, the Company is actively undertaking initiatives to adopt a climate-friendly and cleaner approach. The Company's aim is to lead by example and contribute to a more sustainable future for its planet.

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

| Parameter | FY (2022-23) | FY (2021-22) |
|--|-----------------|-----------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | 2,414 | - |
| (ii) Groundwater | 1,79,002 | 1,86,101 |
| (iii) Third party water | 20,677 | 19,403 |
| (iv) Seawater / desalinated water | - | - |
| (v) Others | - | - |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 2,02,093 | 2,05,504 |
| Total volume of water consumption (in kilolitres) | 1,71,910 | 2,04,766 |
| Water intensity per rupee of turnover (Water consumed / turnover) (L/₹) | 0.0077 | 0.0095 |

Notes: As part of the Company's ongoing commitment to managing water resources responsibly, it is actively working towards reducing water footprint. In the fiscal year 2022-23, the Company have installed water meters in its plants to accurately measure the water withdrawal from surface water sources. While the volume of water obtained from surface sources is minimal and is only used at one plant, the Company did not measure this data in FY 2021-22. However, the Company is now measuring and monitoring its water usage from surface sources moving forward. This allows the Company to better understand its impact on water resources and make informed decisions to promote sustainable water management practices.

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

As part of the Company's continued dedication to responsible water resource management, the Company is actively striving to reduce its water footprint. Currently, the Company has implemented the Zero Liquid Discharge (ZLD) mechanism in six of its plants located in Roorkee, Jammu, Puducherry, Karaikal, Kalingamalai, and Kadanassary.

However, the Company's goal is to implement ZLD in all its plants wherever feasible. Furthermore, the Company is proud to state that it has already started reusing treated water for various purposes, such as gardening, green area redevelopment, and washroom usage. This demonstrates the Company's commitment to sustainable practices and maximizing the efficient use of water resources throughout its operations.

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

| Parameter | Unit | FY (2022-23) | FY (2021-22) |
|-------------------------------------|-------------------|-----------------|-----------------|
| Nox | µg/m ³ | 29 | 25 |
| Sox | µg/m ³ | 8 | 8 |
| Particulate matter (PM) | µg/m ³ | 40 | 77 |
| Persistent organic pollutants (POP) | - | - | - |
| Volatile organic compounds (VOC) | - | - | - |
| Hazardous air pollutants (HAP) | - | - | - |
| Others (Co ₂) | - | - | - |

Notes:

- The above emissions have been calculated after taking the average of all plants emission test reports which has been submitted to respective SPCB.
- The Company prioritize environmentally-friendly operations and take measures to minimize air emissions during its manufacturing processes. The main sources of air emissions are closely monitored at regular intervals by a recognized laboratory or agency, as required by the Central and/or respective State Pollution Control Boards.
- The Company diligently report the details of its air emissions to the Pollution Control Board (PCB) on an annual basis through Form-5 (Annual Environment Statement). This transparent disclosure helps us ensure compliance with regulatory requirements and fosters responsible environmental stewardship in its operations.

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

| Parameter | Unit | FY (2022-23) | FY (2021-22) |
|---|-----------------------|-----------------|-----------------|
| Total Scope 1 emissions | TCo ₂ e | 15,016 | 20,136 |
| Total Scope 2 emissions | TCo ₂ e | 19,589 | 18,277 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover | KgCo ₂ e/₹ | 0.0014 | 0.0017 |

Notes: The Company's relentless efforts to improve energy efficiency in its manufacturing units have yielded significant results, including a substantial reduction in its overall energy consumption and emissions in the Scope 1 category. This has been achieved through a combination of measures, such as discontinuing the use of natural gas in its facilities, implementing alternative energy installations, and utilizing bio briquettes as an eco-friendly fuel source. These initiatives have proven to be highly effective in its pursuit of sustainable operations, resulting in an impressive 25% reduction in the Company's Scope 1 emissions. The Company is proud to be contributing to a greener future through its commitment to environmentally responsible practices.

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

1. Renewable Energy:

The Company has taken steps to embrace renewable energy by installing solar plants at specific locations and conducting a comprehensive feasibility study for 14 additional plants. The primary objective of this initiative is to lower the Company's Scope 2 emissions while enhancing its resilience by leveraging clean energy sources.

2. Energy Management:

The Company has undertaken an extensive electrical energy audit across all of its plants, with the purpose of conserving electricity. Each facility was thoroughly assessed, and energy saving recommendations, including the installation of LED lights and AC energy savers, are being implemented based on their feasibility and viability.

3. Emission Reduction:

The Company will take steps wherever feasible that any new purchase of its owned vehicle will be in electric variant. Additionally, the Company has plans to expand this initiative to cover all leased and rented vehicles, while also encouraging its employees to utilize electric vehicles for business travel. This strategic move is part of the Company's commitment to reducing its Scope 1 and Scope 3 emissions, in line with its sustainability goals.

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

| Parameter | FY (2022-23) | FY (2021-22) |
|--|-----------------|-----------------|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | 467 | 374 |
| E-waste (B) | 0.22 | 0.65 |
| Bio-medical waste (C) | 0.01 | 0.01 |
| Construction and demolition waste (D) | 0 | 0 |
| Battery waste (E) | 0.33 | 0 |
| Radioactive waste (F) | 0 | 0 |
| Hazardous waste - Empty Drums (G) | 4 | 13 |
| Total (A+B+C+D+E+F+G) | 471.56 | 387.66 |

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

| | | |
|---------------------------------|------------|------------|
| (i) Recycled | 395 | 318 |
| (ii) Re-used | 36 | 23 |
| (iii) Other recovery operations | 0 | 0 |
| Total | 431 | 341 |

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

| | | |
|---------------------------------|--------------|--------------|
| (i) Incineration | 0 | 0 |
| (ii) Landfilling | 2.56 | 11.66 |
| (iii) Other disposal operations | 38 | 35 |
| Total | 40.56 | 46.66 |

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

The Company has a robust Environment Management System in place, which is certified as per ISO 14001:2015. The Company's waste management procedures ensure the safe disposal of hazardous waste, e-waste, and other waste.

The Company handle, segregate, store, and transport hazardous waste in compliance with relevant regulatory requirements and industry best practices. The hazardous waste is disposed of in an environmentally responsible manner through authorized vendors for recycling, as stipulated by regulations.

10. If the entity has operations/offices in/around ecologically sensitive areas where environmental approvals/clearances are required, please specify details

| S.No. | Location of operations/offices | Type of operations | Whether the conditions of environmental approval/clearance being complied with? (Y/N) |
|-------|--------------------------------|--------------------|---|
| N.A. | | | |

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws

Yes, the Company has conducted environmental impact assessments of its four units viz. Puducherry, Karaikal, Jammu and Roorkee and no negative observations were found during the said assessments.

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

Yes

| S. No. | Specify the law/regulation/ guidelines which were 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 |
|----------------|---|---------------------------------------|--|---------------------------------|
| 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. Number of affiliations with trade and industry chambers/ associations:

5 (five)

2. 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 | Federation of Indian Chambers of Commerce and Industry (FICCI) | National |
| 2 | Confederation of Indian Industry (CII) | National |
| 3 | Basic Chemicals, Cosmetics & Dyes Export Promotion Council (CHEMEXCIL) | National |
| 4 | The Advertising Standards Council of India (ASCI) | National |
| 5 | Home Insect Control Association (HICA) | National |

3. 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 |
|-------------------|-------------------|-------------------------|
| Nil | Nil | Nil |

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.

Not applicable to the Company pursuant to the provisions of the Companies Act, 2013 read with the rules framed thereunder.

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

The Company does not have any on-going projects on R&R.

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

In case of any complaints, emails can be sent to employeegrievances@jyothy.com or secretarial@jyothy.com or info@jyothy.com or whistleblower@jyothy.com email ids. Thereafter the issue is reviewed by the concerned department and any investigation, if required, is completed. Based upon the investigation, the concerned department in consultation with the department head provides a satisfactory resolution to the complaint.

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

| | FY 2022-23 | FY 2021-22 |
|--|-------------------|-------------------|
| Directly sourced from MSMEs/ small producers | 34% | 32% |
| Sourced directly from within the district and neighbouring districts | 22.84% | 25.38% |

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

Essential Indicators

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

The Company has a dedicated tollfree customer care number i.e. **+18001032992** and email address i.e. customercare@jyothy.com where the consumer can reach the Company with her/his concerns. The details of customer care number and email id is cited on all the products of the Company as well as on the Company’s website under ‘Contact’ section.

Post receipt of the complaint, if any, the customer care officer raises the issue with the relevant department within the Company. However, while the discussion is on, the quality team requests for the samples in question from the complainant be handed over to the Company representative for ascertaining the cause. Once the product is received, a thorough examination is conducted by the relevant teams. If found genuine, the Company replaces the product.

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

| | As a percentage to total turnover |
|---|--|
| Environmental and social parameters relevant to the product | 79.80%* |
| Safe and responsible usage | 76.30%* |
| Recycling and/or safe disposal | 96.40%* |

*The Company is continuously taking initiatives to make 100% of its products carry relevant information about the above specified criteria.

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

| | FY 2022-23 | | Remarks | FY 2021-22 | | 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 | - |
| Advertising | Nil | Nil | - | Nil | Nil | - |
| Cyber-security | Nil | Nil | - | Nil | Nil | - |
| Delivery of essential services | Nil | Nil | - | Nil | Nil | - |
| Restrictive Trade Practices | Nil | Nil | - | Nil | Nil | - |
| Unfair Trade Practices | Nil | Nil | - | Nil | Nil | - |
| Other | Nil | Nil | - | Nil | Nil | - |

4. Details of instances of a product recall on account of safety issues:

| | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | Nil | N/A |
| Forced recalls | Nil | N/A |

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

Yes, the Company has in place an Information Security Policy and Risk Management Policy which is being administered by the Information Technology department of the Company and has been uploaded on the website of the Company. Also, regular trainings are conducted for all the employees/ workers on cyber security and data privacy.

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 the safety of products / services:

Not applicable as no such incidents were reported.