

**JAY BHARAT MARUTI LIMITED**

**Corporate Office :**

Plot No. 9, Institutional Area,  
Sector 44, Gurgaon-122 003 (Hr.)  
T : +91 124 4674500, 4674550  
F : +91 124 4674599  
W : www.jbmgroup.com



**Ref. No: JBML/SE/Q2/23-24**

**Date: August 25, 2023**

Asst. Vice President, Listing Deptt.,  
**National Stock Exchange of India Ltd.**  
Exchange Plaza, Plot C-1, Block G  
Bandra Kurla Complex,S  
Bandra (E),  
Mumbai - 400051

The Secretary,  
**BSE Limited**  
25<sup>th</sup> Floor,  
Phiroze Jeejeebhoy Towers,  
Dalal Street,  
Mumbai - 400001

Scrip Code: **JAYBARMARU**

Scrip Code: **520066**

**Sub: Business Responsibility and Sustainability Report (BRSR) for the FY 2022-23**

Dear Sir/Madam,

Pursuant to Regulation 34 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2022-23, which also forms an integral part of the Annual Report.

Kindly take the same on your records

For **Jay Bharat Maruti Limited**

**Ravi Arora**  
**Company Secretary**

**Encl:** As stated above

**Works :**

**Plant I :** Plot No. 5, MSIL, Joint Venture Complex, Gurgaon-122 015 (Haryana) T: +91 124 4887200, F: +91 124 4887300

**Plant II :** Village & Post - Mohammadpur Narsinghpur, Sector 36, Gurgaon - 122 001 (Haryana) T: +91 124 4935300, F: +91 124 4935332

**Plant III :** Plot No. 15-16 & 21-22, Sector 3A, Maruti Supplier Park, IMT Manesar, Gurgaon -122 051 (Haryana) T: +91 9999190423, 9899079952

**Plant IV :** Plot No. 322, Sector - 3, Phase-II, GWC, Bawal - 123 501 (Haryana) T +91 8221004201, 8221004203

**Regd. Office :** 601, Hemkunt Chambers, 89, Nehra Place, New Delhi - 110 019 T : +91 11 26427104-06. F : +91 11 26427100

**CIN :** L29130DL1987PLC027342

*Email id - ravi.arora@jbmgroup.com*

# Business Responsibility and Sustainability Report

SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated 10/05/2021

## SECTION A : GENERAL DISCLOSURES

### I. Details of the listed entity

Sl. No	Required Information	
1	Corporate Identity Number (CIN) of the Listed Entity	L29130DL1987PLC027342
2	Name of the Listed Entity	Jay Bharat Maruti Limited
3	Year of incorporation	19-03-1987
4	Registered office address	601 Hemkunt Chambers 89 Nehru Place New Delhi 110019 India
5	Corporate address	Plot No.9, Institutional Area, Sector-44, Gurugram-122002, Haryana, India
6	E-mail	Jbml.investor@jbmgroup.com
7	Telephone	0124-4674500
8	Website	www.jbmgroup.com
9	Financial year for which reporting is being done	April 01, 2022 to March 31, 2023
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange India Limited (NSE)
11	Paid-up Capital INR	21,65,00,000
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Ravi Arora Contact:- 0124-4674500 Email:- ravi.arora@jbmgroup.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 made in this report are on a standalone basis.

### II. Products / Services

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

Sl. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Metal and metal products	100

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

Sl. No	Product / Service	NIC Code	% of total Turnover contributed
1	Stamping & Welding of Auto components	25910	63.34%
2	Rear Axle for automobiles	29301	21.11%
3	Tools & Dies	28221	6.50%

### 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	5	2 includes corporate office and registered office only.	7
International	0	0	0

**17 Market Served by the entity:**

a.	Number of locations	
	<b>Locations</b>	<b>Number</b>
	National (No. of States)	2
	International (No. of Countries)	0
b.	What is the contribution of exports as a percentage of the total turnover of the entity?	Not applicable
c.	A brief on type of customers	Jay Bharat Maruti Limited sells its products to Maruti Suzuki India Limited, which is an Original Equipment Manufacturer.

**IV. Employees**

**18 Details as at the end of Financial Year:**

a. Employees and workers (including differently abled):

Sl. No	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No. C	% (C/A)
<b>Employees</b>						
1	Permanent (D)	941	931	98.94%	10	1.06%
2	Other than Permanent (E)	4	4	100%	0	0%
3	Total employees (D+E)	945	935	98.94%	10	1.06%
<b>Workers</b>						
4	Permanent (F)	99	99	100.00%	0	0%
5	Other than Permanent (G)	2931	2878	98.19%	53	1.81%
6	Total workers (F+G)	3030	2977	98.25%	53	1.75%

b. Differently abled Employees and workers:

Sl. No	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No. C	% (C/A)
<b>Differently Abled Employees</b>						
1	Permanent (D)	0	0	0.00	0	0.00
2	Other than Permanent (E)	0	0	0.00	0	0.00
3	Total differently abled employees (D+E)	0	0	0.00	0	0.00
<b>Differently Abled Workers</b>						
4	Permanent (F)	0	0	0.00	0	0.00
5	Other than Permanent (G)	0	0	0.00	0	0.00
6	Total differently abled workers (F+G)	0	0	0.00	0	0.00

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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	1	11.11
Key Management Personnel	3	0	0

**20 Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)**

	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	23.64%	30%	23.70%	13.55%	9.09%	13.50%	7.97%	0	7.92%
Permanent Workers	0	0	0	0	0	0	0	0	0

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

21 (a) Name of holding / subsidiary / associate companies / joint ventures

Sl. No	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	JBM Ogihara Die Tech Private Limited	Joint Venture	39	No

VI. CSR Details

22 (i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii)	Turnover (in ₹ lakhs)	2,34,420.29
(iii)	Net worth (in ₹ lakhs)	50,664.38

VII. Transparency and Disclosure 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) Number of complaints filed during the year Number of complaints pending resolution at close of the year	FY 2022 – 23			FY 2021 - 22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
The list of the stakeholders							
Communities	Yes	0	0	NA	0	0	NA
Investors (other than shareholders)	NA (The Company does not have investors other than shareholders)	NA		NA		NA	
Shareholders	Yes	3	0	Appropriate action has been taken	2	0	Appropriate action has been taken
Employees and workers	Yes	1	0	Appropriate action has been taken	0	0	NA
Customers	The Company receives suggestion from its customers, suppliers through various periodic meetings	NIL	NIL	NA	NIL	NIL	NA
Value Chain Partners		NIL	NIL	NA	NIL	NIL	NA
Other (please specify)		-	-	-	-	-	-

The Vigil Mechanism/Whistle-Blower Policy of the Company provides a robust framework for dealing with concerns and grievances. The Company has a hotline managed by a vigilance department which can be used by employees, directors, vendors, suppliers, dealers, etc. to report any concern. The same is available at:

[https://www.jbmgroup.com/wp-content/uploads/jay-bharat-maruti-ltd/corpGovSustain/policies/JBML\\_Whistle-Blower-Policy.pdf](https://www.jbmgroup.com/wp-content/uploads/jay-bharat-maruti-ltd/corpGovSustain/policies/JBML_Whistle-Blower-Policy.pdf)

**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

Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Occupational, Health & Safety	Risk	The company has a large number of permanent and contractual workmen situated in close proximity to the local community which makes occupational health and safety a critical material issue.	The safety team has taken a long-term target to move towards zero accident company. ISO45001 practices help the company in this journey. Top management tracks the performance of the safety committee and the team has achieved the targets.	Implication- Negative
2	Compliance	Risk	The risk of non-compliance is taken care of with a proactive management approach.	The company has mapped all applicable regulations and the team is managing the desired compliance level & aspiring path toward excellence journey by adopting international standards.	Implication- Negative
3	Human Rights Practices	Risk	The risk of human rights issues is managed by a set of procedures and policies in place in all manufacturing units and influencing similar value chain partners.	All operations ensure proper human rights practices and encourage the same to our business partners.	Implication- Negative
4	Ethics & Anti-Corruption	Risk	The policy-driven approach taken to create a control mechanism across all the operations and units.	The company has an anti-bribery, anti-corruption policy applicable to people working in the company across all levels and grades. Ongoing awareness-creation initiatives are helping the execution of these policies.	Implication- Negative
5	Labor management	Risk	The company follows ILO Guidelines and has well-defined labor management procedures in place which enable smooth functioning as per plan and avoid. unwanted situations which could impact the production rate.	There are no major losses that occurred in the past years due to any mismanagement of labor issues and the company has successfully maintained the track record of fulfilling its commitments on time. Overall this helps in building confidence in the system and in car manufacturers.	Implication- Negative

Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Corporate Governance	Opportunity	The policy-driven approach taken to create a control mechanism across all the operations and units.	Top management of the company has given top priority to corporate governance issues and displayed signed copies of the code of conduct on their website and by regularly reviewing the committee.	Implication- Positive
7	Product Stewardship/ Supply Chain Sustainability	Risk	Being an OEM Product, stewardship is not in direct control of the company however a critical role is played in achieving supply chain sustainability.	The company has created an environmentally and socially sustainable supply chain using an innovative approach to its manufacturing processes. This has reduced risk and helped in building confidence in the car manufacturers.	Implication- Negative
8	ESG Oversight	Opportunity	The policy-driven approach is taken to create a control mechanism across all the operations and units.	The company's top management has drafted and adopted ESG policies and these policies are published on the website of the company. Well-established procedures and able committee members ensure the execution of these policies across all levels.	Implication- Positive
9	Energy Management	Risk	Manufacturing of multiple auto components consume energy however variation in the processes make it challenging to benchmark best practices and goals.	Energy conservation is a part of the culture in all the plants of Jay Bharat Maruti Ltd. Plants have energy management teams committed to achieving optimum energy use. The energy management team has successfully reduced specific energy per unit.	Implication- Negative

Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Corporate Social Responsibility and Sustainability	Opportunity	<p>At JBML, we have always believed profit without purpose is not enough, we have believed in the need to “pause for a cause” and impact life in every way we can. Our pillars of social impact are:</p> <ul style="list-style-type: none"> <li>• Cleanliness,</li> <li>• Health,</li> <li>• Education,</li> <li>• Animal Welfare</li> <li>• Old age Homes</li> <li>• Culture &amp; Heritage</li> <li>• Skill Development</li> <li>• Blood Donation Camps</li> </ul>	<p>The Company has a separate CSR Policy &amp; CSR Committee which makes annual action plan of activities to be covered under Corporate Social Responsibility and Sustainability. CSR policy empowers CSR budget of at least 2% of PAT and programs are planned and CSR Team prepares an annual calendar for CSR events.</p>	<ul style="list-style-type: none"> <li>• Positive implications: Positive impact on Society &amp; Vicinity by building conducive environment &amp; positive image of being a responsible corporate. Also enabled &amp; facilitated employees &amp; their families towards these causes leading towards betterment of Society and Nation at large</li> <li>o This also led in attracting and retaining talent as people want to work for organizations, that they believe are making a positive impact on the society.</li> </ul>
11	Green House Gas Reduction	Risk	<p>Being proactive company has aligned its GHG reduction roadmap to the national Net Zero Target.</p>	<p>The company has established projected scope1, and scope2 emissions for a net zero year and is in the process of making a long-term mitigation plan to achieve this net zero target.</p>	<p>Implication- Negative</p>
12	Transparency & Accountability	Opportunity	<p>Meeting the compliance, Board reports, statements from top management, and External disclosures are displayed on the company website from time to time.</p>	<p>The company has always published relevant information on its website and reported desired disclosures as and when needed.</p>	<p>Implication- Positive</p>
13	Waste Management	Opportunity	<p>Every manufacturing process generates some waste and zero waste is a long-term target. Being proactive company has continuously improved and reduced its waste significantly.</p>	<p>The company has always maintained a higher level than the desired level of compliance for waste management both hazardous and non-hazardous. 3R- Recycle Reduce and Regenerate principles are driving factors of the team.</p>	<p>Implication- Positive</p>

**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
<b>Policy and management processes</b>										
1	a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	<a href="https://www.jbmgroup.com/investors/jay-bharat-maruti-ltd/policies/">https://www.jbmgroup.com/investors/jay-bharat-maruti-ltd/policies/</a>								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes. These policies of the entity have been translated into procedures and are in various stages of implementation.								
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. JBML encourages its value chain partners to adhere to all good practices and has shared these policies on the company website. JBML board has approved the Supply chain policy and supplier code of conduct which directly extend to value chain partners.								
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Jay Bharat Maruti Limited’s plants have the following certifications: IATF 16949:2016 & ISO 9001:2015 - International Quality Management System ISO 14001:2016 -Environmental Management System ISO 45001:2018 - Occupational Health & Safety Management System								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The company has internally identified material ESG targets and measures. JBM strives to become a sustainable organization and in the process of developing or setting targets for its business.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company periodically reviews performance against its internal targets and implements corrective actions wherever required								
<b>Governance, leadership and oversight</b>										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Jay Bharat Maruti Ltd. has always valued environmental, social, and governance (ESG) stewardship as a fundamental element of our mission.  As we witness the rapid transition towards a low-carbon economy, the implications for the auto component industry, a hard-to-abate sector, are profound. We are acutely aware of the urgency of embarking on the decarbonization journey to meet the evolving expectations of our stakeholders.  We realize our targets by working in collaboration with our stakeholders and the Company focuses on the integration of sustainability into our operations and value chain by adhering to the principles of responsible business conduct.								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Jay Bharat Maruti Limited is the highest authority responsible for the implementation & oversight of the Business Responsibility policies.  The Whole Time Director of the Company is the highest authority responsible for the implementation of all policies in Jay Bharat Maruti Limited.								
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 Board Committees oversee areas as defined in their terms of reference  The Corporate Social Responsibility and Sustainability (CSR&S) Committee: the CSR Committee ensures effective implementation of CSR projects for communities  The Risk Management Committee ensures that suitable methodologies, processes, and systems are in a position to effectively monitor and assess risks linked to the Company’s operations and continuity and also covering ESG related risks. The Stakeholder Relationship Committee addresses and resolves issues brought forth by shareholders and other security holders of the Company.								



10 Details of Review of NGRBCs by the Company:

Subject of Review P1	Indicate whether review was Frequency (Annually/ Half yearly/ undertaken by Director / Committee Quarterly/ Any other – please specify) of the Board/ Any other Committee																	
	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	At JBML, Performance against above policies are reviewed periodically or on a need basis by the concerned committees of the Board and the efficacy of these policies is also reviewed and modified accordingly									On a continuous basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	By the Committee of the Board									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, the Company periodically onboards independent third-party agencies to assure, assess or verify the effectiveness of its policies and procedures. Financial statements of the company have been assured by GSA & Associates. The Company further engages other reputed agencies to verify the working of its Environment Management System, Health & Safety Management System, Information Security Management System etc. Jay Bharat Maruti Limited’s plants have the following certifications: IATF 16949:2016 & ISO 9001:2015 - International Quality Management System ISO 14001:2016 -Environmental Management System ISO 45001:2018 - Occupational Health & Safety Management System								

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

a.	The entity does not consider the Principles material to its business (Yes/No)	
b.	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	
c.	The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not applicable
d.	It is planned to be done in the next financial year (Yes/No)	
e.	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 that 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	4	Detailed orientation is given to the new independent directors. SEBI's guidelines and BRSR policy-related matters including Occupational, health and safety, environment, Operational & Financial performance, Budget Vs. Actual performance, Industry outlook, and future projections are regularly discussed in the board meetings.  Details of orientation given to the new and existing Independent Directors are available at: <a href="https://www.jbmgroupp.com/investors/jay-bharat-maruti-ltd/familiarization-program-for-independent-directors/">https://www.jbmgroupp.com/investors/jay-bharat-maruti-ltd/familiarization-program-for-independent-directors/</a>	100%
Key Managerial Personnel	4	Regular awareness programmes are held for KMPs of JBML covering areas of ethics, governance, code of conduct, human rights, safety etc. to bring about transparency and awareness relating to fair conduct of business. Various procedures and practices ensure implementation of these policies to meet the KPIs.	100%
Employees Workers	65 112	JBML conducted multiple online and classroom sessions throughout the year on key topics such as Safety, Code of Conduct, Cybersecurity, Data Analytics, and Sustainability, Anti-Bribery and Anti-Corruption Policies, Conflict of Interest, Prevention of Sexual Harassment policies, etc., for employees and workers across management and non-managerial levels.  In addition, employees and workers are provided with need-based training as per their job requirement, covering aspects including Safety, Agile Way of Working, Quality Management, etc.  JBML has also started using an online portal for facilitating capabilities upgradation.	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)
Penalty/ Fine	Nil	NA	Nil	NA	NA
Settlement	Nil	NA	Nil	NA	NA
Compounding fee	Nil	NA	Nil	NA	NA

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			

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.

Yes, the Company has anti-corruption or anti-bribery policy for Directors and Management and the employees which inter alia provides that "Directors and Senior Management and all the employees of JBML shall observe the highest standards of ethical conduct and integrity and shall work to the best of their ability and judgement.

Anti-corruption or anti-bribery policy is available at: <https://www.jbmgroup.com/investors/jay-bharat-maruti-ltd/policies/>

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6 Details of complaints with regard to conflict of interest:

	FY 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	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
NIL	NA	NA

- 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 have a Code of Conduct ('CoC') for Directors and Senior Management which inter alia provides that "Directors and Senior Management shall observe the highest standards of ethical conduct and integrity and shall work to the best of their ability and judgement.

The policy on code of conduct is available at: <https://www.jbmgroup.com/investors/jay-bharat-maruti-ltd/codes/>

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

**Essential Indicators**

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R & D	The R&D investments of the Company are directed towards improving environmental and social performance of the products. For example, safety of products, resource optimization, customer satisfaction, etc. It will be reporting this information in the coming years		
Capex	The Company makes investments in the areas of social and environmental impact improvements. However, it is in the process of developing a mechanism to track such investments. Therefore, it will be reporting this information in the coming years.		

- 2 a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
- We create partnership opportunities for suppliers and subcontractors, to contribute to, and share in our success. The Company has a supply chain policy in place that provides guidance on sustainable sourcing. Preference is always given to sourcing from local suppliers. Supply chain expertise is a focus area in our quest to become the most preferred OEM Supplier.

b. If yes, what percentage of inputs were sourced sustainably?	90% approx.
--	-------------

- 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)	Not Applicable
(b) E-waste	
(c) Hazardous waste	
(d) other waste.	

- 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.

No, We are evaluating the current regulations & its applicability

**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 contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
----------	---------------------------	---------------------------------	--	---	---

Being an OEM supplier of auto components independent LCA is not applicable, hence it is not undertaken during the year.

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

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
		Nil

- 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:

Re-Used Recycled	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)				NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

The Company does not have any specific product to reclaim at the end of life. However, at the plant sites, there are systems in place to recycle, reuse and dispose of in line with the regulatory requirement for the above waste being generated during the course of operation.

- 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
None	NA

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

**Essential Indicators**

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)	
<b>Permanent employees</b>											
Male	931	931	100%	931	100%	NA	NA	NA	NA	NA	
Female	10	10	100%	10	100%	10	100%	NA	NA	NA	
Total	941	941	100%	941	100%	10	1.06%	NA	NA	NA	
<b>Other than Permanent employees</b>											
Male	4	0	0	0	0	NA	NA	NA	NA	NA	
Female	0	0	0	0	0	0	0	NA	NA	NA	
Total	4	0	0	0	0	NA	NA	NA	NA	NA	

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

Category	% of workers covered by										
	Total	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	(A)	Number	% (B/A)	Number	% (C/A)	Number	% (D/A)	Number	% (E/A)	Number	% (F/A)
	(B)	(C)	(D)	(E)	(F)						
<b>Permanent workers</b>											
Male	99	99	100%	99	100%	NA	NA	0	0	0	0
Female	0	0	0%	0	0%	0	0	NA	NA	0	0
Total	99	99	100%	99	100%	0	0	0	0	0	0
<b>Other than Permanent workers</b>											
Male	2878	2878	100%	2878	100%	0	0%	0	0	0	0
Female	53	53	100%	53	100%	53	100%	0	0	0	0
Total	2931	2931	100%	2931	100%	53	1.81%	0	0	0	0

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

Benefits	FY 2022-23			FY 2021-22		
	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	16.63%	6.06%	Y	15.95%	6.48%	Y
Others - Please specify	-	-	-	-	-	-

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. At present company have facilities for differently-abled employees and workers at Corporate Office & Registered Office and also at the Gujrat location. Further, the company is ensuring readiness in providing these facilities in all the plants.

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

Yes, <https://www.jbmgroupp.com/investors/jay-bharat-maruti-ltd/Policies>

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	NA	NA	NA	NA
Female	No female employee claimed maternity benefit		NA	NA
Total				

- 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	<ul style="list-style-type: none"> <li>The Company has a Whistle Blower policy in place to report any malpractices and unethical events.</li> </ul>
Permanent Employees	<ul style="list-style-type: none"> <li>For reporting concerns related to sexual harassment, there is an internal committee for receiving, investigating and resolving such complaints in a time bound manner.</li> </ul>
Other than Permanent Employees	<ul style="list-style-type: none"> <li>There is a 5-step process to make appeal and resolve grievances with transparency.</li> </ul>

- 7 Membership of employees and worker 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	941	0	0.00%	941	0	0.00%
Male	931	0	0.00%	930	0	0.00%
Female	10	0	0.00%	11	0	0.00%
Total Permanent Workers	99	83	83.84%	108	92	85.19%
Male	99	83	83.84%	108	92	85.19%
Female	0	0	0.00%	0	0	0.00%

- 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 (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	931	931	100%	931	100%	930	930	100%	930	100%
Female	10	10	100%	10	100%	11	11	100%	11	100%
Total	941	941	100%	941	100%	941	941	100%	941	100%
Workers										
Male	2977	2977	100%	2977	100%	2999	2999	100%	2999	100%
Female	53	53	100%	53	100%	29	29	100%	29	100%
Total	3030	3030	100%	3030	100%	3028	3028	100%	3028	100%

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
Employees						
Male	931	931	100%	930	930	100%
Female	10	10	100%	11	11	100%
Total	941	941	100%	941	941	100%
Workers						
Male	99	99	100%	108	108	100%
Female	0	0	0%	0	0	0%
Total	99	99	100%	108	108	100%

10 Health and safety management system:

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

Yes, JBML has implemented an occupational health and safety management system. The system is based on ISO 45001 and is designed to ensure that the Company meets its legal obligations and provides a safe and healthy working environment for its employees

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

We at JBML have a defined system for the identification & review of Work-related hazards and assess risk on a routine and non-routine basis.

1. Capturing Unsafe Acts/ Unsafe conditions during safety gemba walks at shop floor by all levels of organization as per defined frequency.
2. Safety committee meeting and monthly review meetings for the actions & closure of OPLs.
3. Conducting Hazard Identification and Risk Assessment (HIRA) for all routine and non-routine activities in accordance with ISO 45001:2018 as per defined frequency.
4. Ensuring hazard identification for non-routine activities like hot work, height excavation, confined space, etc. through work permit system.

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

Yes. The health and safety committee is responsible for the review and resolution of hazards and risks identified.

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

Yes

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) Workers	Employees	0	0
	Workers	0	0
Total recordable work-related injuries Workers	Employees	0	0
	Workers	0	0
No. of fatalities Workers	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities) Workers	Employees	0	0
	Workers	0	0

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

To provide a safe and healthy workplace JBML provides multiple facilities to its employees as detailed below.

1. JBML has a very well defined EHS policy in place to ensure standards at all locations for Occupational Safety and Health.
2. JBML also instils a safety culture through Safety Rating mechanisms, while comparing various JBM Auto plants and awarding the best-performing ones.
3. We also ensure the safety training of all workers at DOJO centre’s before inducting them on the shop floor.
4. We implement benchmark safety practices like Henrich Pyramid, Safety SOPs, check sheets, Best Practices, Safety Alerts etc. and actively adopt technology solutions to make them even more effective.
5. We ensure essential safety measures through machine control and behavioural safety mechanisms.
6. We conduct workplace monitoring and stringently comply with Factories Act 1948 and state factory rules to ensure health and safety of all stakeholders.



7. We provide Personal Protective Equipment's (PPEs) to all workers involved in operations and ensure adherence.
8. At JBML we conduct regular health check-up and blood donation camps at regular intervals to ensure employee health and well-being.
9. We have also enabled Occupational Health centre's (OHCs) and tie – up with nearby hospitals to ensure timely medical support.

Under Sankalp Siddhi (Joyful Body & Mind) drive, we promote healthy lifestyle of employees through active adoption of yoga, training & awareness sessions by lifestyle gurus and Ayush practitioners.

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	NIL*	NA	NA	NIL*	NA	NA
Health & Safety	NIL*	NA	NA	NIL*	NA	

\*The Company receives Improvement ideas through suggestions and accordingly implements required corrective actions.

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% plants audited by customer & by certification agencies
Working Conditions	100% plants audited by customer & by certification agencies

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.

Introduced Safety jackets to ensure safe working conditions & to prevent injury to maintain zero work related injuries

**Leadership Indicators**

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

Yes, employees & workers are covered under insurance

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

We have a procedure in place that payments are made only after confirmation of payment of service tax & GST

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)

Yes

5 Details on assessment of value chain partners:

<b>% of value chain partners (by value of business done with such partners) that were assessed</b>	
Health and safety practices	NA
Working Conditions	NA

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

The company is encouraging its value chain partners thru the supplier code of conduct and supply chain policy and continuously shares the benefits of implementation of ISO45001.

**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:

The company identifies internal and external stakeholders based on whether they are impacted by the company or create an impact on the value-creation process. Based on this, the company has identified employees as internal stakeholders and stakeholders, customers, value chain partners & regulators as external stakeholders.

The key stakeholders identified include Customers, Employees, Business Partners (Suppliers and Vendors), Community, Investors, and Government Bodies. Our approach towards responsible and sustainable business practices undergoes a systematic mapping through regular engagement with its internal and external stakeholders. This practice helps the Company to prioritize key sustainability issues in terms of relevance to its business and stakeholders, including society and clients.

We undertake our materiality assessment to embed sustainability aspects of our operations based on their impact on business, changing market scenarios, and stakeholder expectations. The company has established a dedicated policy for 'Stakeholder Engagement'. This policy contains principles and criteria for mapping and engagement of stakeholders. The Company has identified investors, shareholders, employees, local communities, civil societies, NGOs, legal institutions, trade associations, suppliers, business partners, customers, government, regulators, and competitors as its key stakeholder groups.

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

<b>Sl. No.</b>	<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/ No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
1	Employees	No	One-on-one meetings, Town halls Meetings, Review Meetings: MRM/ BRM/FRM/ DWM Safety Meetings, Team meetings, Intranet or company portal	Depends on the channel	Health & Safety, professional growth of employees, wellbeing, training and awareness, building a strong and productive relationship.

Sl. No.	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
2	Customer(s)	No	Website, conferences, customer surveys, face-to-face meetings, E-mail, Customer feedback, extra net portal	Ongoing	Complaints handling and new product development, communication and feedback, Product quality and safety, Adequate information on products, Timely delivery of products
3	Shareholders	No	Annual General Meetings, Shareholder meets, email, Stock Exchange (SE) intimations, conference calls, annual reports, quarterly results, media releases, and the Company website	Quarterly/Half yearly/Annually	Transparent and effective communication of business performance, addressing investor queries and concerns, and providing insights into the Company's corporate strategy and business environment
4	Value chain partners	No	Vendor meets, conferences, e-mail, voice calls	Ongoing	Customer relationship, product knowledge sharing, encouraging benefits of safety standards & procedures like ISO45001
5	Regulators/ Govt Ministries	No	Advocacy meetings with local/state/ national regulators/government ministries and seminars, media releases, conferences, membership in industry bodies	Ongoing	Compliance, Industry concerns, and policy advocacy events which will help the country's economy and companies' policy advocacy
6	Communities	Yes	CSR team meetings	Ongoing	CSR Projects, other initiatives, Employee volunteering for community initiatives

**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.

At JBML, the stakeholder engagement mechanism is a key driving force toward strengthening stakeholder relationships. During the year, the company conducted a materiality assessment survey in which the stakeholders expressed their opinion on material issues. The same is being used to formulate the ESG strategy of the company.
- 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. We consistently engage with stakeholders to actively contribute to the materiality assessment process. Through ongoing interactions with both internal and external stakeholders, we identify significant issues that have an impact on our capacity to generate value. These noteworthy matters are thoroughly reviewed each year, considering their relevance to management procedures, risk evaluation, and strategic aims.
- 3 Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

Yes, Stakeholders consultation in used to support CSR initiative for addressing environmental and social issues.

**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			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	941	639	67.91%	941	605	64.29%
Other than permanent	4	3	75%	6	3	50%
Total Employees	945	642	67.94%	947	608	64.20%
Workers						
Permanent	99	64	65%	108	65	60%
Other than permanent	2931	1817	62%	2920	1781	61%
Total Workers	3030	1881	62.09%	3028	1846	60.96%

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

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)
<b>Employees</b>										
Permanent	941	0	0	941	100%	941	0	0	941	100%
Male	931	0	0	931	100%	930	0	0	930	100%
Female	10	0	0	10	100%	11	0	0	11	100%
Other than permanent	4	0	0	4	100%	6	0	0	6	100%
Male	4	0	0	4	100%	6	0	0	6	100%
Female	0	0	0	0	0	0	0	0	0	0
<b>Workers</b>										
Permanent	99	0	0	99	100%	108	0	0.00%	108	100.00%
Male	99	0	0	99	100%	108	0	0.00%	108	100.00%
Female	0	0	0	0	0%	0	0	0.00%	0	0.00%
Other than permanent	2931	150	5.12%	2781	94.88%	2920	147	5.03%	2773	94.97%
Male	2878	148	5.14%	2730	94.86%	2891	147	5.08%	2744	94.92%
Female	53	2	3.77%	51	96.23%	29	0	0.00%	29	100.00%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	8	2,90,000	1	1,65,000
Key Managerial Personnel	3	1,35,68,764	0	-
Employees other than BoD and KMP	928	3,75,930	10	3,37,500
Workers	2977	1,64,870	53	1,11,612

\* BOD are getting sitting fees except Executive Directors

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

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

The company has a human rights policy and is committed to preventing any human rights violation and ensures compliance with the Policy through a mechanism implemented by the HR Department.

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	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other Human rights related issues	0	0	NA	0	0	NA

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

As part of the Whistle-blower Policy and Prevention of Sexual Harassment Policy, JBML is committed to the protection of the identity of the complainant, and all such matters are dealt with in strict confidence with appropriate measures taken to maintain such confidentiality.

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

Yes, human rights requirements form part of our business agreements and contracts.

9 Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour	
Sexual harassment	All plants and offices are assessed for compliance on key Human Rights issues by internal teams of the Company, as part of the regular ongoing reviews by the senior leadership team of the Company
Discrimination at workplace	
Wages	
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.

There were no significant risks or concerns identified during FY2022-23. However, the Company ensures continuous monitoring and capability building for the same.

**Leadership Indicators**

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

During the FY 2022-23, no human rights grievances/complaints have been received. However, the company has developed & adopted a Human Rights Policy for continuous monitoring & improvement

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

The Human Rights Policy applies to all individuals associated with JBML and underscores the core principles that define our obligations towards employees, contractors, and the foundation of our business interactions and work atmosphere across the organization. Adherence to this policy is demonstrated through a transparent framework governing recruitment, growth, and well-being. We have established effective systems with checks and balances in order to prevent any deviations from the stipulations of our Human Rights policy.

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. At present company have facilities for differently-abled employees and workers at Corporate Office & Registered Office and also at the Gujrat location. Further, the company is ensuring readiness in providing these facilities in all the plants.

4 Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	
Discrimination at workplace	
Child Labour	0% (We expect our value chain partners to adhere to JBM’s Code of Conduct and while on-boarding any supplier we ensure the suppliers adhere to the given parameters)
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

NA

**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	FY 2021-22
Total electricity consumption (A) GJ	183360	155847
Total fuel consumption (B) GJ	36427	33949
Energy consumption through other sources	0	0
Total energy consumption (A+B+C) GJ	219787	189796
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) GJ/INR Lakhs	0.94	0.91

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: None

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

No, None of our facilities is identified as a designated consumer (DCs) under the PAT scheme.

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater	60,481.00	75,823.00
(iii) Third party water (tanker)		
(iv) Seawater / desalinated water		
(v) Water from municipal corporation	7,843.00	4,068.000
(vi) Others	72,904.00	58,251.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,41,228.00	1,38,142.00
Total volume of water consumption (in kilolitres)	1,74,550.00	1,70,679.00
Water intensity per rupee of turnover (Water consumed / turnover) <b>KL/INR Lakhs</b>	0.7446028	0.8212128

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)  
NO If yes, name of the external agency : NA

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

Yes. There are no untreated water discharges from any plant & treated water is used for gardening.

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	FY 2021-22
NOx	gm/KwH	1.59	1.9
SOx	gm/KwH	0.007	0.001
Particulate matter (PM)	gm/KwH	0.66	0.27
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)  
NO If yes, name of the external agency: NA

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 (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Tons of CO <sub>2</sub> e	467554	472421
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Tons of CO <sub>2</sub> e	147702	125003
Total Scope 1 and Scope 2 emissions per rupee of turnover	Tons of CO <sub>2</sub> e/INR lakhs	2.625	2.874

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

No NA

7 Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.  
Power reduction projects have been implemented to reduce scope 2 emissions. Approx. power savings was 1.42% in FY 22-23 and 3% in FY 21-22 of the total power consumed in the respective year.

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)	0	0
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil). Please specify, if any. (G)	80	77
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	34199	79078
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>34279</b>	<b>79155</b>

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

	FY 2022-23	FY 2021-22
Category of waste		
(i) Recycled	1151	1377
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>1151</b>	<b>1377</b>

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

	FY 2022-23	FY 2021-22
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	87	88
<b>Total</b>	<b>87</b>	<b>88</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

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

All our operations are ISO14001 certified and our waste management approach is based on the philosophy of Reduce, Reuse, and Recycle. With our efforts, we contribute to a circular economy and convert waste into resources. Solid wastes generated from various units are being utilized 100%. Hazardous waste is disposed of with the help of the authorized recyclers. For eg. We are supplying ELV (End of Life) compliant painted parts to our Customer which are chrome, brome, lead & cadmium free.



- 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:

Sl. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
1	NIL	NA	NA
2			

- 11 Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: Not applicable

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
-	-	-	-	-	-

- 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:

Sl. No	Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1	NA	NA	NA	NA
2	NA	NA	NA	NA

**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)	5143	4993
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	5143	4993
From Non-renewable sources		
Total electricity consumption (D)	178217	150854
Total fuel consumption (E)	36427	33949
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	214644	184803

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N): No If yes, name of the external agency. NA

- 2 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

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

Sl. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Retrofitting of DG set with dual fuel kit	2 nos of 125 KVA each	It is in line with NGT guidelines & all the parameters are within the prescribed limits. The Company is converting other DG sets to PNG (cleaner fuels)
2	Renewable energy options against conventional energy options	Generation and Use of renewable energy worth 5143 GJ	GHG reductions: 4270 Tons of CO2e emissions saved and helped the environment

4 Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.  
 Yes. The Company has a business continuity and disaster management plan in place. For IT-related issues, disaster recovery plan is designed to reduce the organization’s business risk arising from an unexpected disruption of the critical IT functions/ operations necessary for the business. Disaster recovery plan covers details of actions to be taken, resources to be used and procedures to be followed. The IT team conducts regular data recovery drills to check efficiency of process and plan.

The Company’s supply chain also ensures business continuity during natural calamities, supply shortages and implement various measures to minimise supply disruptions to ensure business continuity.

5 Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.  
 100%. JBML expects value chain partners to follow & abide by the desired regulations and code of conduct of the Company

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

Sl. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State / National)
1	Confederation of Indian Industry (CII)	National
2	Automotive Component Manufacturers Association of India (ACMA)	National
3	PHD Chambers	National
4	Gurgaon Chamber of Commerce and Industry (GCCI)	State
5	Gurgaon Industrial Association (GIA)	State

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.

Name of authority	Brief of the case	Corrective action taken
NIL		

**Leadership Indicators**

1 Details of public policy positions advocated by the entity:

	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	-	-	-	-	-
2	-	-	-	-	-

**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1					
2			NIL		

2 Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format: Not applicable

Sl. 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)
1	Not applicable					
2						

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

A community grievance-handling mechanism is in place in form of GRIEVANCE REDRESSAL POLICY Also, any complaints received directly to the Company’s office or through official email are taken care of promptly.

The Company also undertakes various CSR activities of community development which are placed before CSR committee & Board from time to time.

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

Parameter	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	4.31%	4.40%
Sourced directly from within the district and neighbouring districts	89.95%	88.55%

**Leadership Indicators**

1 Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above): Not applicable

Details of negative social impact identified	Corrective action taken
	Not applicable

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

Sl. No	State	Aspirational District	Amount spent (In INR)
1			
2		CSR Projects not undertaken in aspirational districts	

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

No

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

NA

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

NA

- 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: Not applicable

Sl. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1	Not applicable			
2				

- 5 Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved. - Not applicable

Name of authority	Brief of the Case	Corrective action taken
Not applicable		

**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.  
We received complaints through extra net portal, emails and CAPA (corrective and preventive action plan). Accordingly, response is made through the same

- 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	Not applicable. The company is B2B (Business to Business) and products are manufactured as per the requirement of Customers.
Safe and responsible usage	
Recycling and/or safe disposal	

- 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	NA	NA	-	NA	NA	-
Advertising	NA	NA	-	NA	NA	-
Cyber-security	NA	NA	-	NA	NA	-
Delivery of Products	NA	NA	-	NA	NA	-
Quality of Products	NA	NA	-	NA	NA	-
Restrictive Trade Practices	NA	NA	-	NA	NA	-
Unfair Trade Practices	NA	NA	-	NA	NA	-
Other	NA	NA	-	NA	NA	-

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls	0	NA

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

Yes, the company has Data privacy policy, Risk Management Policy approved by the Board. As technology and digital advancements continue to progress, cyber risks are becoming more prevalent. To address this, the company has established a robust Cyber Risk Management framework, which is overseen by the Risk Management Committee. The framework ensures that cyber risks are identified and mitigated effectively.

The weblink for Cyber Security Policy is as follows: <https://www.jbmggroup.com/investors/jay-bharat-maruti-ltd/policies/>

- 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

The Company has a data privacy and cyber security policy approved by the board which provides the highest level of protection regarding the processing of its employees', vendors', and clients'/customers' personal data based on applicable data protection laws and regulations.

Leadership Indicators

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

Not applicable. The company is B2B (Business to Business) and products are manufactured as per the requirement of Customers.

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

Not applicable. The company is B2B (Business to Business) and products are manufactured as per the requirement of Customers.

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

Yes, the company has an escalation mechanism in place for informing about the disruption/discontinuation of 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. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Not Applicable.

The company is B2B (Business to Business) and products are manufactured as per the requirement of Customers.

- 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