



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURE

### I. Details of the Listed Entity

<b>1</b>	<b>Corporate Identity Number (CIN) of the Company</b>	L22219UP1975PLC004147
<b>2</b>	<b>Name of the Company</b>	JAGRAN PRAKASHAN LIMITED
<b>3</b>	<b>Year of incorporation</b>	1975
<b>4</b>	<b>Registered office address</b>	Jagran Building, 2, Sarvodaya Nagar, Kanpur, Uttar Pradesh, India- 208005
<b>5</b>	<b>Corporate office address</b>	Jagran Building, 2, Sarvodaya Nagar, Kanpur, Uttar Pradesh, India- 208005
<b>6</b>	<b>E-mail ID</b>	<a href="mailto:jpl@jagran.com">jpl@jagran.com</a> ; <a href="mailto:investor@jagran.com">investor@jagran.com</a>
<b>7</b>	<b>Telephone</b>	0512-2216161
<b>8</b>	<b>Website</b>	<a href="http://www.jplcorp.in">www.jplcorp.in</a>
<b>9</b>	<b>Financial year for which reporting is being done</b>	2022-23
<b>10</b>	<b>Name of the Stock Exchange(s) where shares are listed</b>	BSE Limited & National Stock Exchange of India Limited
<b>11</b>	<b>Paid-up Capital</b>	₹4353.09 Lakhs
<b>12</b>	<b>Name and contact details of the person who may be contacted in case of any queries on the Business Responsibility and Sustainability Report (BRSR)</b>	
	<b>Name of the Person</b>	Mr. Amit Jaiswal, Chief Financial Officer & Company Secretary
	<b>Telephone</b>	0512-2216161
	<b>Email address</b>	<a href="mailto:investor@jagran.com">investor@jagran.com</a>
<b>13</b>	<b>Reporting Boundary</b>	
	<b>Type of Reporting (Standalone / Consolidated)</b>	Disclosures made in this report are on a standalone basis

### II. Product/Services:

<b>14</b>	<b>Details of business activities (accounting for 90% of the turnover)</b>	<b>S. No.</b>	<b>Description of Main Activity</b>	<b>Description of Business Activity</b>	<b>% Turnover of the Entity</b>
		1	Newspaper and magazine	Sale of newspaper in Hindi , Punjabi and Urdu languages and sale of Hindi magazine, Sakhi	22.8
		2	Advertisement revenue	Publication and sale of advertisement space in Hindi, Punjabi and Urdu language newspapers and Sakhi magazine including digital advertisement	65.3
		3	Outdoor Advertising	Display of advertisement through Hoarding, billboard, glow sign, Bus shelters, railway stations, Led panels and branding	6.3
		4	Event management	Brand activation, event management, creative service public health program etc.	3.6
		5	Others	Printing Job and scrap sales	2.0
			<b>Total</b>		<b>100.0</b>

<b>15</b>	<b>Products/Services sold by the Company (accounting for 90% of the entity's Turnover)</b>	<b>S. No.</b>	<b>Product/Service</b>	<b>NIC Code</b>	<b>% of Total Turnover contributed</b>
		1	Publishing of newspaper	58131	22.8
		2	Advertisement revenue	74300	61.3
		3	Digital advertisement revenue	51396, 74300	4.0
		4	Outdoor Advertising	74300	6.3
		5	Event management	74130, 92413	3.6
		6	Others	51396	2.0
			<b>Total</b>		<b>100.0</b>

### III. Operations

16	Number of locations where plants and/or operations/offices of the entity are situated:	Location	Number of printing facilities	No. of Offices	Total
		National	32 *	9 **	41
		International	-	-	-

\* For further details, please refer to the Report on Corporate Governance, forming part of the Annual Report.

\*\* Only business offices located in Bengaluru, Hyderabad, Delhi, Ahmedabad, Baroda, Mumbai, Jaipur, Chennai and Kolkata are considered.

17	Market served by the entity	Locations	Numbers
a.	No. of Locations	National (No. of States)	Pan-India
		International (No. of Countries)	Digital division of Jagran Prakashan Limited operates websites which are accessible on a global level.
b.	What is the contribution of exports as a percentage of the total turnover of the entity?	Contribution of export is 1.75% of total turnover for FY 22-23	
c.	A brief on type of Customers	Jagran Prakashan Limited is a leading media group with interests spanning across print (newspapers and magazines), digital, outdoor advertising and promotional marketing, event management and activation. The customer base includes but is not limited to: individual customers, corporate customers, educational organisations, government organisations, non-government organisations, agencies, etc.	

### IV. Employees

#### 18. Details as at the end of financial year 2022-23:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a.	<b>Employees (including differently abled)</b>					
			<b>Employees</b>			
	1. Permanent (A)	4,092	3,901	95.33%	191	4.67%
	2. Other than Permanent (B)	1,441	1,396	96.88%	45	3.12%
	3. Total (A+B)	<b>5,533</b>	<b>5,297</b>	<b>95.73%</b>	<b>236</b>	<b>4.27%</b>
b.	<b>Workers (including differently abled):</b>					
			<b>Workers</b>			
	1. Permanent (E)	694	693	99.86%	1	0.14%
	2. Other than Permanent (F)	18	18	100.00%	0	0.00%
	3. Total (E+F)	<b>712</b>	<b>711</b>	<b>99.86%</b>	<b>1</b>	<b>0.14%</b>
c.	<b>Differently abled Employees</b>					
			<b>Employees</b>			
	1. Permanent	6	6	100.00%	0	-
	2. Other than Permanent	2	2	100.00%	0	-
	3. Total	<b>8</b>	<b>8</b>	<b>100.00%</b>	<b>0</b>	<b>-</b>
d.	<b>Differently abled Workers:</b>					
			<b>Workers</b>			
	1. Permanent	1	1	100.00%	0	-
	2. Other than Permanent	0	0	-	0	-
	3. Total	<b>1</b>	<b>1</b>	<b>100.00%</b>	<b>0</b>	<b>-</b>



## 19. Participation/Inclusion/Representation of women

S. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	18	1	5.56%
2	Key Management Personnel *	8	-	-

\* Includes Chairman and Managing Director, Whole-time Directors, Chief Financial Officer and Company Secretary as defined under Section 203 (1) of the Companies Act, 2013

## 20. Turnover rate for permanent employees and workers

Category	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in current FY)			FY 2020-21 (Turnover rate in current FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.1%	24.1%	12.7%	12.6%	23.6%	13.1%	17.5%	27.1%	18.0%
Permanent Workers	5.7%	0.0%	5.7%	4.4%	0.0%	4.4%	11.7%	50.0%	11.8%

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

21	(a) Names of holding / subsidiary / associate companies / joint ventures	S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether it is a Holding / Subsidiary / Associate / or 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.	Jagran Media Network Investment Private Limited	Holding Company	67.97%	No
		2.	Midday Infomedia Limited	Subsidiary Company	100.0%	No
		3.	Music Broadcast Limited	Subsidiary Company	74.05%	No
		4.	Leet OOH Media Private Limited	Associate Company	48.84%	No
		5.	X-Perit Publicity Private Limited	Associate Company	39.2%	No
		6.	MMI Online Limited	Associate Company	44.92%	No

## VI. CSR Details:

22	a. Whether CSR is applicable as per the provision of Section 135 of Companies Act, 2013: *	Yes
	Turnover (in ₹)	1,59,390.34 Lakhs
	Net worth (in ₹)	1,36,146.45 Lakhs

\*For further details on CSR activities, you may refer the Board's Report, forming part of the Annual Report.

## VII. Transparency and Disclosures Compliances

Being a leading media conglomerate, the Company adheres to highest level of ethical practices. The Code of Conduct and Ethics that is approved by the Board of Directors is applicable to all Directors and Senior Management Personnel. The Company has policies relating to Human Resources and Prevention of Sexual Harassment (POSH), which promote a free working environment for employees and provide a mechanism for raising concerns and resolution of disputes. The Company also has in place a Supplier / Vendor Code. Additionally, certain business units also have their own Code of Conduct that reflect the needs and demands of their area of work and are applicable to all employees.

Some of the policies guiding the Company's relations with its stakeholders, including grievance mechanisms are placed on the corporate website of the Company at: <https://jplcorp.in/new/Reports.aspx?CID=14>. The other policies are placed on the intranet of the Company.

23 Complaints/ Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) If Yes, then provide web-link for grievance redress policy	FY 2022-23 Current Financial Year		FY 2021-22 Previous Financial Year		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
	<b>Communities</b>	Yes. Direct interaction with communities during CSR activities and other social & awareness programs	Nil	Nil	Nil	Nil	NA
	<b>Investors (other than shareholders) Shareholders</b>	Yes. Shareholders may register their complaints / grievances / concerns either directly with the Company or they may approach the Registrar and Share Transfer Agent of the Company, KFin Technologies Limited. Other investors may also contact the Company or they may approach the Registrar and Share Transfer Agent of the Company, KFin Technologies Limited. The contact details are mentioned on the Company's website at <a href="https://jplcorp.in/new/Pages.aspx?PID=21">https://jplcorp.in/new/Pages.aspx?PID=21</a>	66	Nil	84	Nil	All complaints were duly resolved. For further details, refer Report on Corporate Governance.  All complaints were duly resolved. For further details, refer Report on Corporate Governance for FY 21-22
	<b>Employees and workers</b>	Yes. For safeguarding the interests of employees and workers, grievance redressal mechanism is detailed in the POSH Policy (which can be accessed on the intranet of the Company) and the Vigil Mechanism / Whistle Blower Policy of the Company, (which can be accessed at <a href="https://jplcorp.in/new/Reports.aspx?CID=14">https://jplcorp.in/new/Reports.aspx?CID=14</a> ).	Nil	Nil	Nil	Nil	NA



23	Complaints/ Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) If Yes, then provide web-link for grievance redress policy	FY 2022-23 Current Financial Year		FY 2021-22 Previous Financial Year		Remarks
				Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
		<b>Customers</b>	Yes. In addition to the Sales Feedback Form for our printing business, customers have the option of approaching different officials of the Company on the contact details mentioned on our website at <a href="https://jplcorp.in/new/Contact_Us.aspx">https://jplcorp.in/new/Contact_Us.aspx</a> . Additionally, customers may also approach the officials of the Company on the contact details mentioned on the various digital portals maintained by the Company.	Nil	Nil	Nil	Nil	NA
		<b>Value Chain Partners</b>	Yes. Value Chain Partners may register their complaints / grievances / concerns directly with the head of the concerned department of the Company. Further, a dedicated email ID is also provided on the vendor purchase order for reaching out to the Company.	Nil	Nil	Nil	Nil	NA
		<b>Other (please specify)</b>	-	-	-	-	-	-

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

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

S. No.	Material Issue Identified (High priority material issues are listed below)	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	Human Rights	Risk	Instances of human rights violation or non-compliance of statutory norms can lead to adverse financial and reputational implications	<ul style="list-style-type: none"> <li>i. Comprehensive policies and procedures such as Code of Business Conduct, Whistle Blower Policy and POSH policy to foster a culture of trust, in place.</li> <li>ii. Mechanism in place to avoid workforce discrimination, sexual harassment and provide free &amp; fair working environment for employees.</li> </ul>	Negative
2	Intellectual Property / Cyber Security - Theft of the Company's content including digital piracy.	Risk	The Company's success depends in part on its ability to maintain, enforce and monetize the intellectual property rights in its original and acquired content, and theft of its brands, digital content and other intellectual property affects the value of its content. Developments in technology, including the wide availability of higher internet bandwidth and reduced storage costs, increase the threat of content piracy by making it easier to stream, duplicate and widely distribute pirated material.	<ul style="list-style-type: none"> <li>i. The Company seeks to limit the threat of content piracy by, among other means, preventing unauthorized access to its content using content encryption and other security access devices, as well as by obtaining site blocking orders against pirate streaming and a variety of other actions.</li> <li>ii. However, piracy is difficult to monitor and prevent and these efforts may be costly and are not always successful, particularly as infringers continue to develop tools that undermine security features and enable them to disguise their identities online.</li> </ul>	Negative
3	Increase in likelihood of climate-related physical hazards	Risk	There is an expected increase in the likelihood of extreme weather events and chronic climate anomalies in the future. Hazards related to climate change (including heat stress, water scarcity, flooding, storm surges, wildfire etc.) could impact operations across the publishing value chain, from pre-press, to suppliers, to distribution, and to retail.	<ul style="list-style-type: none"> <li>i. Build resilience in production by identifying multiple suppliers and supplier regions.</li> <li>ii. Develop a business continuity and disaster management plan.</li> <li>iii. Identify opportunities to increase online marketing to mitigate impacts from the shift to online media.</li> </ul>	Negative
4	Human Capital	Risk	The Company's businesses depend upon the continued efforts, abilities and expertise of its corporate and divisional executive teams and other highly qualified employees who possess substantial business, technical and operational knowledge. The market for highly skilled personnel is very competitive, and the Company cannot ensure that it will be successful in retaining these employees or hiring and training suitable additions or replacements without significant costs or delays.	<ul style="list-style-type: none"> <li>i. Providing meaningful and challenging roles which enrich individual capability and act as a powerful incentive to stay, learn and grow.</li> <li>ii. Building a robust talent pipeline across responsibility levels through requisite quality in key roles.</li> <li>iii. Maintaining fair wages basis performance/appraisal or industry standard &amp; applicable code.</li> <li>iv. The company tries to maintain an employee friendly work environment.</li> </ul>	Negative



S. No.	Material Issue Identified (High priority material issues are listed below)	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)
5	Business, Ethics, Governance and Transparency	Risk & Opportunity	Building a culture of integrity and transparency is linked with fulfillment of mandates as well as strengthening relationships with stakeholders	<ul style="list-style-type: none"> <li>i. Development of Code of Conduct and whistle blower policy for its employees, vendors and channel partners.</li> <li>ii. Mechanism in place to avoid workforce discrimination, sexual harassment and provide free &amp; fair working environment for employees.</li> </ul>	Negative & Positive
6	Digital advertising market changes	Risk & Opportunity	JPL relies on digital advertising as a key source of revenue. Content and information shown should be as per need and requirement to drive engagement and optimal performance as users have optimum advertising opportunities. The company's ability to compete for a share of available advertising expenditures will be challenged as more traditional offline and emerging media companies continue to enter the online advertising market.	<ul style="list-style-type: none"> <li>i. JPL's Digital business is an integral part of our future growth strategy.</li> <li>ii. The company has forged alliances with global tech giants which have given our digital products a distinct edge.</li> <li>iii. The company has data-backed strategy and prudent investments policies in the digital business, which have been a key differentiator.</li> </ul>	Negative & Positive
7	Community Engagement	Opportunity	Aligning awareness campaigns and CSR initiatives with the needs of the community to create a positive impact which can unlock goodwill and social license to operate	Being a leading media Company, JPL recognizes its responsibilities towards its readers and citizens of the country. The company has undertaken several voluntary awareness campaigns for overall development of the community in field of environment conservation, women empowerment, poverty eradication, managing population, water conservation, educated society and healthy society. JPL is promoting education by way of contribution to Shri Pura Chandra Gupta Smarak Trust for establishment, expansion, administration and maintenance of academic institutions.	Positive

**Notes:**

1. For the major business risks identified, please refer to the section titled 'Risks and Concerns' in the Report on Management Discussion and Analysis, forming part of the Annual Report.
2. The material issues are identified based on peer benchmarking data and globally recognized ESG (Environmental, Social, and Governance) ratings and framework. Going forward, stakeholder consultation will be conducted to derive the material topics and set its priority.
3. The ESG risks and opportunities are evaluated for high impact material issues and the company will undertake the process of integration ESG R&O with ERM framework.

## 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>									
<b>1 a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>b. Has the policy been approved by the Board? (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>c. Web Link of the Policies, if available</b>	Some of our policies are available at <a href="https://jplcorp.in/new/Reports.aspx?CID=14">https://jplcorp.in/new/Reports.aspx?CID=14</a> . Other internal policies are placed on the intranet of the Company and are open to access by the relevant stakeholders.								
<b>2 Whether the entity has translated the policy into procedures. (Yes / No)</b>	The Company has translated the policies and incorporated the 9 principles in its processes and procedures, as applicable.								
<b>3 Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	The Company's documented Supplier's / Vendor's Code of Conduct largely covers the mentioned principles, and the Company expects its suppliers/vendors to follow the same.								
<b>4 Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</b>	ISO: 9001:2015 for printing facility and registered office situated in Kanpur.								
<b>5 Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>	<p>Through its newspapers, the Company works on awakening the readers on social values and at the core of its editorial philosophy are 7 principles. These 7 principles or as JPL calls them 'Saat Sarokaar' are at the core of our philosophy and are intrinsically linked to the real progress of our nation. These seven principles are:</p> <ul style="list-style-type: none"> <li>• Poverty Eradication: End poverty in all its form everywhere. End hunger, food security, improve nutrition and promote sustainable agriculture.</li> <li>• Healthy Society: Ensure Healthy lives and promote well-being for all.</li> <li>• Educated Society: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</li> <li>• Women Empowerment: Achieve gender equality and empower all women and girls.</li> <li>• Environment Conservation: Take urgent action to combat climate change and its impacts. Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss. Ensure access to affordable, reliable, sustainable and modern energy for all.</li> <li>• Water Conservation: Ensure access to clean drinking water and sanitation for all.</li> <li>• Population Management: Promote inclusive and sustainable economic growth, employment and decent work for all.</li> </ul> <p>The Company has created an ESG roadmap along with a governance framework to integrate environment, social and governance practices into our business model and thus ensuring sustainability in our ways of doing business.</p>								





Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and Management Processes</b>									
<b>6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b>	<p>Being a leading media Company, JPL recognizes its responsibilities towards its readers and citizens of the country. We consciously leverage our extensive reach in both rural and urban demographics to sensitize the public at large, about the various issues and concerns that pervade our country. Every day, JPL delivers enriching and empowering content to its readers in line with its Saat Sarokaar. This ranges from a daily column on health and wellbeing, to youth-centric supplement focusing on providing them with access to job opportunities and to content catering specifically to the needs of women readers.</p> <p>Beyond the content, the Company also leverages its massive reach to organize initiatives that have the potential to mobilize citizens from all walks of life and generate ground-level impact. The details of the initiatives undertaken during the year are provided elsewhere in the report.</p> <p>The Company has been working on climate change issues by improving its process efficiency and taking initiatives in energy efficiency. For instance, the Company started using 'Vio-Green Plate Technology' (waterless chemistry) to save water, installed various water harvesting structures, star rated energy efficient air conditioners, solar panels (Kanpur plant) and LED lights to save &amp; conserve energy.</p> <p>Through daily publications and editorial content weaved around these themes, the Company endeavors to empower and enable its readers to become more aware about environmental challenges and potentially play a role in solving these issues</p> <p>For various initiatives undertaken by the Company in the reporting year, please refer response to Leadership Question 6 of Principle 8.</p>								
<b>Governance, Leadership and Oversight</b>									
<b>7 Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements</b>	<p>In our rapidly changing world, ESG is gaining prominence as a guiding principle for responsible business practices. As a Company, we embrace this framework, recognizing our responsibility to protect the environment, uplift communities, and uphold strong governance standards. By integrating ESG into our operations, we strive to create sustainable value for all stakeholders, which can contribute to long-term value creation and stakeholder trust.</p> <p>The Company's focus on ESG parameters is best reflected through its work on awakening the readers on social values and at the core of its editorial philosophy are 7 principles (called Saat Sarokaar) viz. Poverty Eradication, Healthy Society, Educated Society, Women Empowerment, Environment Conservation, Water Conservation and Population Management.</p> <p>In consultation with firm of international repute, we have created an ESG roadmap with quick, medium and long-term actions along with a governance framework to integrate environment, social and governance practices into our business model and thus ensuring sustainability in our ways of doing business.</p> <p>We engaged in discussion with some of our stakeholders to identify key ESG issues and have identified Community Engagement, Promoting Reading Culture, Digitalization, Diversity &amp; Inclusion, Business Ethics &amp; Compliance, Climate Change, Creating Social Impacts through Content and Training &amp; Development as few of the most important issues.</p> <p>Please refer the details of initiatives undertaken by the company such as Saat Sarokaar, building responsible corporate citizen and CSR activity details provided elsewhere in the report.</p>								
<b>8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>	Mr. Mahendra Mohan Gupta, Chairman and Managing Director (DIN 00020451)								
<b>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.</b>	<p>The Company's business responsibility and sustainability performance is reviewed by the Board annually.</p> <p>Further, the Board has identified Mr. Mahendra Mohan Gupta, the Chairman and Managing Director of the Company (DIN 00020451) to oversee the ESG framework of the Company.</p>								

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 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	Policies, wherever stated, have been approved by the Board / functional heads. Polices are reviewed at periodic intervals depending on the statutory requirements or on need basis.																
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	<p>The Company is in compliance with all the statutory laws and regulations as applicable. In consultation with a professional agency of international repute, the Company has set up an electronic compliance tool for monitoring and strengthening compliance with the applicable laws. The tool is updated regularly for amendments / modifications in applicable laws from time to time. This has contributed in strengthening the compliances at all levels under supervision of the Compliance Officer.</p> <p>Further, in compliance with the provisions of Section 138 of the Companies Act, 2013 read with Rules made thereunder, the Internal Auditors of the Company review the functions and activities of the Company and present their report on a half-yearly basis to the Audit Committee of the Board of the Company.</p>																	

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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Policies, wherever stated, have been approved by the Board / functional heads. Polices are reviewed at periodic intervals depending on the statutory requirements or on need basis.								

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

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



## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

**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
<b>Board of Directors</b>	1	During the reporting year, the company conducted an orientation and familiarization program for its Board of Directors and KMPs, comprising of matters including key regulatory changes in the corporate laws in India covering the amendments in SEBI regulations 2022, Companies Act 2013 and SEBI consultation paper. The details of familiarization program are posted on the Company's website at <a href="https://jplcorp.in/new/Reports.aspx?CID=26">https://jplcorp.in/new/Reports.aspx?CID=26</a> .	100%
<b>Key Managerial Personnel</b>		Further, a note on business review and a presentation on the business developments and financial performance of the Company are presented to the Board on a quarterly basis, to keep them apprised of the latest developments.  The Statutory Auditors of the Company also showcase a presentation covering the latest legal updates to the Audit Committee.	
<b>Employees other than BODs and KMPs</b>	299	The Company recognizes the importance of trainings and organizes various training sessions to facilitate safety and skill upgradation among employees. Various trainings undertaken by the company during the reporting year includes BI concepts, POSH test, ADF Training, Production review meeting, Fire safety & evacuation drill etc. Other trainings include orientation and induction program for new recruits.	5%
<b>Workers (Non-Permanent)</b>		The Company recognizes the importance of trainings and organizes various training sessions to facilitate safety and skill upgradation among workers. However, the trainings conducted for workers are not being tracked currently but are considering tracking the workers data as well in future.	

**Note:**

The tracking and record maintenance of employee attendance in trainings was initiated from Jan-23. Hence, the above-mentioned training count is for 3 months only (Jan to Mar 2023). Prior to that, trainings were conducted at regular intervals, however, the same were not tracked.

#### 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.

a. Monetary					
Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement			Nil		
Compounding fee					
b. Non-Monetary					
Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement			Nil		
Compounding fee					

**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	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.**

The Company is committed to maintaining the highest standards of ethics and is backed by informed and independent Board and Senior Management. These values are embedded in Company's core and have stood test of time since inception. The Company has a Code of Conduct and Ethics that is approved by the Board of Directors and is applicable to all Directors and Senior Management Personnel. Additionally, certain business units also have their own Code of Conduct that reflect the needs and demands of their area of work and are applicable to all employees. Further, the Company has documented Editorial Code covering aspects like independent / unbiased reporting and robust Vigil Mechanism / Whistle-Blower Policy. The Company has also documented Supplier / Vendor Code of Conduct applicable to suppliers and follows zero tolerance on any acts of bribery, corruption etc. by such agencies during their dealings with the Company and or with any of its employees. Some of our codes / policies are available at <https://jplcorp.in/new/Reports.aspx?CID=14>. Other internal policies are placed on the intranet of the Company and are open to access by the pertinent stakeholders.

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

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

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

Category	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		Nil	
Number of complaints received in relation to issues of Conflict of Interest of KMPs				

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

Not Applicable

## LEADERSHIP INDICATORS

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

Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in value chain covered by the awareness programmes
The Company's value chain partners have access to the Company's documented Supplier / Vendor Code of Conduct. The Company intends to conduct awareness sessions on the pertinent Principles with respective vendors.		

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

Yes, the Company has processes in place to avoid/ manage conflict of interests involving members of the Board.

The Company has a Code of Conduct and Ethics that is approved by the Board of Directors and is applicable to all Directors and Senior Management Personnel. The Directors and Senior Management provide an annual affirmation that they have complied with the Code of Conduct and that there were no instances of non-compliance with the said code. In addition to the above, the Directors also disclose their interests in Form MBP-1 in accordance with the provisions of section 184 of the Companies Act, 2013. Pursuant to the provisions of the said section, the aforesaid confirmation is duly taken note of by the Board every year in the first Board meeting of the Company.



Further, in compliance with the provisions of the Companies Act, 2013 read with the Rules framed thereunder and Schedules thereto, and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, each as amended from time to time, Directors do not participate in discussions on those agenda items in which they are interested, at the meetings of the Board and its committees. Further, the Board's Audit Committee consists of only independent directors, and almost all the other committees constituted by the Board have majority independent directors, to promote transparency and accountability.

The Company also has in place a Related Party Transaction Policy, which is framed to ensure the proper approval and reporting of transactions between the Company and its Related Parties.

The abovementioned Code and Policy can be accessed at: <https://jplcorp.in/new/Reports.aspx?CID=14>.

## 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.

Type	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	Details of improvement in social and environmental aspects
<b>Research &amp; Development (R&amp;D)</b>	Since the raw materials required for newspaper production are sourced externally from vendors, there is no R&D investment translated in the same. However, we are conducting regular discussions with vendors to understand latest technological advancement and environmental concerns related to newsprint. The cost associated with such discussions is minimal.		
<b>Capital Expenditure (CAPEX)</b>	JPL has taken several initiatives across operations in areas related to energy efficiency, emissions management, and water management. The Company has invested 2% of the total CAPEX in Solar panel and ETP installation in the reporting year and has been working on climate change issues by improving its process efficiency and taking initiatives in energy efficiency. For instance, the Company started using 'Vio-Green Plate Technology' (waterless chemistry) to save water, installed various water harvesting structures, star rated energy efficient air conditioners, solar panels (Kanpur plant) and LED lights to save energy. In order to efficiently utilize the limited resources, the Company has deployed operational control measures to control the wastage and set wastage norms for each plant. Plant wise actual wastage is closely monitored to ensure that wastage is within permissible limits. Also, the company has set up ETP (Effluent Treatment Plant) for treating and reusing wastewater for non-potable uses like gardening, cleaning, in flush system etc. While the Company endeavours to deliver other waste materials to the vendors who sells the waste to recyclers, it does not do recycling itself.		

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

As a part our sustainable sourcing initiative, we aim to assess the vendors on various parameters which include environmental, social and ethical areas. We are in the process of defining the supplier code of conduct for sustainable sourcing to ensure that vendors provide their confirmations to our parameters on a periodical basis. Separately, we aim to include these parameters at the time of vendor selection and on-boarding as an additional control measure.

In supplier selection criteria, local sourcing is considered as an essential criterion.

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

Considering the purchase of low penetration inks and vio-green plates, the Company is sustainably sourcing 100% of these key inputs.

#### 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.

Given the nature of the business, the Company has a limited scope to use recycled material as processed inputs other than paper. As part of production wastage, paper/newsprint is not recycled by us since it is directly purchased from vendor, and the finished product is delivered to the end user. Newsprint is imported as well as purchased from Indian companies. Indian manufacturers account for 66.42 % of the total newsprint purchased, which is mostly recycled newsprint.

Minimal quantity of e-waste has been generated in the reporting year and the company has engaged with certified 3<sup>rd</sup> party government approved e-waste handler to safely dispose off the generated e-waste.

In addition to above waste disposal practices, to efficiently utilize the limited resources, the Company has deployed operational control measures to control the wastage and set wastage norms for each plant. Plant wise actual wastage is closely monitored to ensure that wastage is within permissible limits.

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.

Not Applicable

### 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?

Nil

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.

The Company is primarily engaged in the business of printing & publication of newspapers and magazines. The LCA of these business activities is not considered material to the Company at this stage. The environmental and social impacts shall be identified once LCA is conducted of our products.

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

As explained elsewhere in this report, the Company endeavors to deliver waste materials (which cannot be re-used or recycled internally) to the vendors who sells the waste to recyclers. JPL ventures to re-use the wastepaper generated during production activity in the form of writing pads along with paper packaging to reduce the quantity of waste delivered to the vendors.

As part of production wastage, paper/newsprint is not recycled by us since it is directly purchased from vendor, and the finished product is delivered to the end user. Newsprint is imported as well as purchased from Indian companies. Indian manufacturers account for a higher percentage share of the total newsprint purchased, which is recycled newsprint.

Indicate Input Material	Recycled or re-used input material to total material	
	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Newsprint	66.42 % of the total newsprint purchased was 100% recycled newsprint	68.8 % of the total newsprint purchased was 100% recycled newsprint

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:

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

Please refer to response given in question 3 of Principle 2.

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
	Please refer to response given in question 3 of Principle 2.


**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	Total (A)	Health & Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent</b>									
Male	3901	1087	27.8%	N/A	-	3901	100.0%	N/A	N/A
Female	191	56	29.3%	191	100.0%	N/A	-	N/A	N/A
<b>Total</b>	<b>4092</b>	<b>1143</b>	<b>27.9%</b>	<b>191</b>	<b>100.0%</b>	<b>3901</b>	<b>100.0%</b>	<b>N/A</b>	<b>N/A</b>
<b>Other than Permanent (Non-Permanent)</b>									
Male	1396	298	21.35%	N/A	-	1396	100.0%	N/A	N/A
Female	45	20	44.44%	45	100.0%	N/A	-	N/A	N/A
<b>Total</b>	<b>1441</b>	<b>318</b>	<b>22.07%</b>	<b>45</b>	<b>100.0%</b>	<b>1396</b>	<b>100.0%</b>	<b>N/A</b>	<b>N/A</b>

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

Category	Total (A)	Health & Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	No.	%	Number (B)	% (B / A)
<b>Permanent</b>									
Male	693	269	38.8%	N/A	-	693	100.0%	N/A	N/A
Female	1	1	100.0%	1	100.0%	N/A	-	N/A	N/A
<b>Total</b>	<b>694</b>	<b>270</b>	<b>38.9%</b>	<b>1</b>	<b>100.0%</b>	<b>693</b>	<b>100.0%</b>	<b>N/A</b>	<b>N/A</b>
<b>Other than Permanent (Non-Permanent)</b>									
Male	18	4	22.22%	N/A	-	18	100.00%	N/A	N/A
Female	0	0	-	N/A	-	N/A	-	-	-
<b>Total</b>	<b>18</b>	<b>4</b>	<b>22.22%</b>	<b>N/A</b>	<b>-</b>	<b>18</b>	<b>100.00%</b>	<b>N/A</b>	<b>N/A</b>

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

S. No.	Benefits	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	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 worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100%	100%	Y	100%	100%	Y
2	Gratuity	100%	100%	Y	100%	100%	Y
3	ESI *	100%	100%	Y	100%	100%	Y
4	Others – please specify	-	-	-	-	-	-

**Note:**

\* Applicable for employees and workers who are covered under the applicable provisions of Employee State Insurance Act, 1948.

**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.**

Most of the Company's offices and buildings are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016. Additionally, they have taken measures to ensure that the workplace for these individuals is located on the ground floor and has appropriate entrances and exits

**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.**

Jagran family comprises of talented and inspired professionals who contribute towards Company's vision and success. The Company recognizes that the success of Company's business, quality of work and brand perception depends on the ability and commitment of its employees. Further, the Company attempts to provide safe, fair and discrimination free work environment. The Company adheres to highest level of ethical practices as articulated by its Code of Conduct. The Company values contribution of each stakeholder and provides thriving work environment to employees to work together and succeed. The Company has policies relating to Human Resources and Prevention of Sexual Harassment (POSH), which promote a free, fair and discrimination free working environment for employees. The Code of Conduct can be accessed at <https://jplcorp.in/new/Reports.aspx?CID=14>, while the POSH Policy is available on the intranet of the Company.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	98%	100%	100%
Female	100%	-	-	-
<b>Total</b>	<b>100%</b>	<b>98%</b>	<b>100%</b>	<b>100%</b>

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

At JPL, we are committed to provide a safe, conducive and an enabling work environment to our employees and workers. A Vigil Mechanism / Whistle-blower Policy has been formed for the Directors and employees to report their genuine concerns or grievances. The employees and workers can raise their concerns or grievances in accordance with the procedure laid down in these policies. The Vigil Mechanism provides adequate safeguards against victimization of employees and Directors who use the Vigil Mechanism and provides for direct access to the Chairman of the Audit Committee. In case of frivolous complaints being filed by a director or an employee, the Chairman of the Audit Committee may take suitable action against the concerned Director or employee including reprimanding.

The Company has policies relating to Human Resources and Prevention of Sexual Harassment (POSH), which promote a free working environment for employees and provide a mechanism for raising concerns and resolution of disputes.

The above mechanisms in the abovementioned policies are accessible by both permanent and other than permanent employees and workers.

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

Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
<b>Permanent Employees</b>						
Male						
Female		Nil			Nil	
Others						
<b>Total</b>						
<b>Permanent Workers</b>						
Male						
Female		Nil			Nil	
Others						
<b>Total</b>						





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

Category	FY 2022-23 (Current FY)					FY 2021-22 (Previous FY)				
	Total (A)	On Health & Safety measures		On Skill Upgradation		Total (D)	On Health & Safety measures		On Skill Upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees <sup>(1)</sup></b>										
Male	5297	40	0.8	273	5.2%					
Female	236	0	-	11	4.7%	Not tracked <sup>(1)</sup>				
<b>Total</b>	<b>5533</b>	<b>40</b>	<b>0.72%</b>	<b>284</b>	<b>5.1%</b>					
<b>Worker</b>										
Male	The Company recognizes the importance of trainings and organizes various training sessions to facilitate safety and skill upgradation among workers. However, the trainings conducted for workers are not being tracked currently, but are considering tracking the workers data as well in future.									
Female										
<b>Total</b>										

#### Note:

- The tracking and record maintenance of employee attendance in trainings was initiated from Jan-23. Hence, the above-mentioned training count is for 3 months only (Jan to Mar 2023). Prior to that, trainings were conducted at regular intervals however, the same were not tracked.

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

Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	%(D/C)
<b>Employees</b>						
Male	5297	3409	64%	5236	3754	72%
Female	236	153	65%	238	179	75%
<b>Total</b>	<b>5533</b>	<b>3562</b>	<b>64%</b>	<b>5474</b>	<b>3933</b>	<b>72%</b>
<b>Worker</b>						
Male	711	673	95%	733	714	97%
Female	1	1	100%	1	1	100%
<b>Total</b>	<b>712</b>	<b>674</b>	<b>95%</b>	<b>734</b>	<b>715</b>	<b>97%</b>

**10. Health and safety management system:**

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)**
- a. What is the coverage of such system?**
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**
- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Yes/No)**
- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)**
- a. Yes. We have a designated Safety Committee, which is a part of the Production Department, and is headed by Whole-time Director, Production. The Committee conducts safety training and mock drills at regular intervals. We are also accredited with ISO 9001-2015 for our printing facility and registered office situated in Kanpur. Additionally, fire extinguishers are maintained for use in the event of an emergency. Most of our offices and printing centers have smoke detectors and fire alarm systems. Employees are informed about assembly points and the floor plans of the premises are exhibited at strategic spots. First-aid kits are maintained and are available in case of medical emergencies.
- b. We are proactively engaged in hazard and risk identification and assessment. Daily pre-check and maintenances check-ups are conducted on printing machineries and maintenance of forklifts are done at a regular interval as required.
- c. Yes. We have necessary systems in place to ensure that the employees' safety is not compromised. At least one Safety Committee meeting is conducted monthly for addressing the issues related to risks and hazards; at least one meeting is conducted weekly for all printing facility to address all type of concerns. Additionally, corporate meetings are conducted on a monthly basis via virtual platform to discuss and address the concerns.
- d. Yes. Some units have opted for mediclaim policy and few of the employees have voluntarily undertaken the medical policy at the relevant units.

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

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

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

The Company recognizes the importance of the mental and physical well-being of all its employees and workers. The Company is committed to maintaining a safe and healthy workplace for all employees and workers on its premises. There are safety meetings being conducted at a monthly level to address the issues pertaining to risks and hazards. The employee undergoes safety training which engages them to meet regulations regarding safety. Additionally, safety week is celebrated to raise awareness of safety in order to prevent incidents, thus maintain zero accident record.

For further details, please refer to 10(a) above.

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

Topic	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	NA	-	0	NA	-
Health & Safety	0	NA	-	0	NA	-



#### 14. Assessments for the year:

Topic	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
<b>Health and safety practices</b>	Assessments are being conducted by internal teams on Health and Safety practices and working conditions at regular intervals. However, detailed record of these assessments is not maintained.
<b>Working Conditions</b>	The Company recognises the importance of these assessments and shall maintain the record of these assessments. Process of including plants assessment done by statutory authorities or third parties is under consideration.

#### 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.

Not Applicable

### 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, the Company extends support to families in the event of an employee's death. JPL has EDLI scheme in place, wherein term insurance is provided for all permanent employees. Benefits like provident fund, gratuity, etc., are settled on a priority basis as per law.

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

The Company is compliant with deduction of statutory dues of employees towards income tax, provident fund, ESIC etc. as applicable from time to time. Value chain partners (vendors) are also encouraged to comply as per the business agreements with the Company.

#### 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:

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

#### 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. The Company recognizes the importance of trainings and organizes various training sessions to facilitate skill upgradation of employees.

In order to facilitate retired employees, the Company may provide an opportunity to work as a consultant/reviewer based on the position, role and qualification of the employee to enable a smooth transition. To make use of the competency of the employee, service may be extended if required, up to certain extent.

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

Topic	% of value chain partners (by value of business done with such partners) that were assessed
<b>Health and safety practices</b>	As a part our sustainable sourcing initiative, we aim to assess the vendors on various parameters which include environmental, social and ethical areas. Also, the Company is working with trusted and reputed vendors.
<b>Working Conditions</b>	The Company has a documented Supplier / Vendor Code of Conduct applicable to suppliers and follows zero tolerance on any acts of violation or misconduct by such agencies during their dealings with the Company and or with any of its employees.  JPL encourages suppliers to provide an inclusive and supportive working environment and to exercise diversity when it comes to their employees as well as in their decisions to select subcontractors. JPL also expects its vendors to comply with all extant laws.

**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.**

Not applicable.

**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:**

JPL has mapped its internal and external stakeholders and based on the valuation provided in the value chain and relevance for the organization, the major/ key categories include:

- Readers
- Society
- Distribution agencies
- Advertisers
- Vendors / Suppliers / Contractors of goods and services
- Employees / workers (including content producers, journalists)
- Community organizations / NGOs
- Government and regulatory authorities
- Investors / Banks

JPL's brand is defined by the trust that our stakeholders place in us every day, be it the millions of readers or business partners or the communities that the company works in.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly /others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Readers and Society	Yes- Children, Women and Senior Citizen	Newspapers/Websites/ Advertisements	Daily	<ul style="list-style-type: none"> <li>• Resolve any queries / grievance and customize the content to reflect the interest of our readers in each market.</li> <li>• Regular updates on launch/update of the products.</li> <li>• Information on various campaigns and awareness sessions.</li> </ul>
Distribution agencies	No	Newspapers/Websites/ Advertisements/Emails	Daily	<ul style="list-style-type: none"> <li>• Query Resolution &amp; Grievance Redressal.</li> <li>• Distributor's performance assessment.</li> <li>• Addressing non-compliance issues.</li> </ul>
Advertisers	No	Newspapers/Websites/ Advertisements/Emails	Daily	<ul style="list-style-type: none"> <li>• Resolve any queries / grievance to understand changing market condition and provide innovative offerings.</li> <li>• Regular updates on launch/update of the product portfolio.</li> </ul>
Vendors / Suppliers / Contractors of goods and services	No	Newspapers/Websites/ Advertisements/Emails	Daily	<ul style="list-style-type: none"> <li>• Query Resolution &amp; Grievance Redressal.</li> <li>• Supplier performance assessment.</li> <li>• Addressing non-compliance issues.</li> <li>• Signing / breach of contract.</li> </ul>



Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly /others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees (including content producers, journalists)	No	Multiple channels – direct communication, intranet, emails, other digital means. Townhall – some divisions	Daily / As and when required basis the nature of work assigned to the employee	<ul style="list-style-type: none"> <li>Employee engagement (fun at work / motivation / happiness / passion / wellbeing).</li> <li>Feedback &amp; grievance redressal.</li> <li>Engagement for self-performance improvement and team productivity improvement.</li> <li>Diversity and Inclusion.</li> <li>Career and professional growth.</li> <li>Employee assistant program.</li> <li>Training programs and learning nuggets</li> </ul>
Community organizations / NGOs	Yes- Children, Women and Senior Citizen	Newspapers/Websites/ Advertisements/Direct communication	Frequent and as may be required	<ul style="list-style-type: none"> <li>Assessment for CSR Projects &amp; Grievance Redressal.</li> <li>Campaigns for promoting health care including preventive health care and sanitization</li> </ul>
Government and regulatory authorities	No	Written communications, Presentations, Industry associations, newspapers, websites, advertisements	Frequent and as may be required	<ul style="list-style-type: none"> <li>Understanding and adherence to local governance.</li> <li>Seeking clarifications and relaxation.</li> <li>Communicating challenges and providing recommendations.</li> </ul>
Investors and banks.	No	Quarterly Results, Investor Presentations, Annual Report, General Meetings, Media Releases, Website, Newspaper Advertisements, Notice Board, Stock exchange communications, Emails	Frequent and as may be required	<ul style="list-style-type: none"> <li>Resolve any queries received from investors.</li> <li>Showcase an overview of JPL's business performance, strengths, future strategy, etc</li> </ul>

## LEADERSHIP INDICATORS

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

The Company has in place a Stakeholders Relationship Committee of the Board ("SRC") which has been constituted by the Board for speedy disposal of grievances/ complaints relating to stakeholders / investors, and also has in place a Corporate Social Responsibility Committee, which identifies CSR activities to be undertaken by the Company, affecting communities in areas or subject as specified in Schedule VII of the Act and Rules made thereunder. The Risk Management Committee has also been constituted to identify elements of risk in different areas of operations. Risk management is carried out under policies approved by the Board of Directors which provides principles for overall risk management. The Company's overall risk management program focuses on the unpredictability of financial markets and seeks to minimize potential adverse effects on the Company's financial performance. The observations of each of these Committees are duly intimated to the Board at its respective meeting.

Value Chain Partners may register their complaints / grievances / concerns directly with the head of the concerned department of the Company. In addition to this, a dedicated email ID has also been provided in the vendor purchase order on which our value chain partners can reach for any grievance / concerns. All the employees of the Company have unrestricted access to the Chairman of the Audit Committee under the Vigil Mechanism implemented by the Company through which Directors & Employees may report breach of Code of Conduct including Code of Conduct for Insider Trading, unethical business practices, illegality, fraud, corruption, leak of unpublished price sensitive information pertaining to the Company etc. at workplace without fear of reprisal.

**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.**

As mentioned elsewhere in the Report, JPL delivers enriching and empowering content to its readers in line with the seven principles of Saat Sarokaar. This ranges from a daily column on health and wellbeing, to youth-centric supplement focusing on providing them with information relating to job opportunities and to content catering specifically to the needs of women readers. Beyond the content, the Company also leverages its massive reach to organize initiatives that are in spirit of these seven principles and have the potential to mobilize citizens and generate ground-level impact. Being a leading media Company, JPL recognizes its responsibilities towards its readers and citizens of the country. Accordingly, every word of editorial content generated across both print and digital medium follows a strict Editorial Code, which itself is founded on Saat Sarokaar.

For e.g., the Company receives concerns from the members of the society on its WhatsApp messenger in Delhi and Noida, wherein the company follows up with regulatory authorities on those crucial concerns raised by the society. The Company also creates awareness through its campaigns and addresses the grievances of the society through its Prashn Pehar.

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

The Company undertakes several initiatives for engaging with the disadvantaged, vulnerable and marginalized sections of society. Some of the initiatives undertaken by the Company are detailed in Principle 2 and details of CSR initiatives is provided under Principle 8. For further details on CSR Expenditure, reader may also refer the Board's Report, forming part of this Annual Report. These campaigns are taken at a large scale and allow JPL to mobilize thousands of stakeholders and make a meaningful impact on the ground. Her Zindagi, our bi-lingual women centric web portal through its content aspires to cover diverse aspects of femininity alongside motivating and educating them. Company promotes education and health through its independent arms/charitable trusts promoted by its promoters

**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. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	4,092	981	24.0%	Not tracked <sup>(1)</sup>		
Other than permanent	1,441	67	4.6%			
<b>Total Employees</b>	<b>5,533</b>	<b>1,048</b>	<b>18.9%</b>			
<b>Total Employees</b>						
Permanent	694	154	22.2%	Not tracked <sup>(1)</sup>		
Other than permanent	18	2	11.1%			
<b>Total Workers</b>	<b>712</b>	<b>156</b>	<b>21.9%</b>			

**Note**

- The Company recognizes the importance of trainings and conducts a range of sessions to promote the value of Human Rights. The tracking and record maintenance of employee attendance in trainings was initiated from FY 22-23. Prior to that, trainings were conducted at regular intervals however, the same were not tracked.
- Details of minimum wages paid to employees and workers, in the following format:** The Company is in compliance with the provisions of the applicable laws.



Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total Count in Current FY	Number of Employees Paid Minimum wage	% age of Employees Paid Minimum wage	Number of Employees Paid more than Minimum wage	% age of Employees Paid more than Minimum wage	Total Count in Previous FY	Number of Employees Paid Minimum wage	% age of Employees Paid Minimum wage	Number of Employees Paid more than Minimum wage	% age of Employees Paid more than Minimum wage
<b>Employees</b>										
<b>Permanent</b>										
Male	3,901	0	0	3,901	100%	3,942	0	0	3,942	100%
Female	191	0	0	191	100%	199	0	0	199	100%
<b>Workers</b>										
<b>Permanent</b>										
Male	693	-	-	693	100%	716	-	-	716	100%
Female	1	-	-	1	100%	1	-	-	1	100%

### 3. Details of remuneration/salary/wages, in the following (in Lakhs):

	Male		Female	
	No.	Median remuneration/ salary/ wages of respective category	No.	Median remuneration/ salary/ wages of respective category
Board of Directors <sup>(2,3)</sup>	17	240.8	1	Note 2
Key Managerial Personnel <sup>(1,3)</sup>	8	172.7	0	-
Employees other than BoD and KMP	5,297	2.8	236	3.2
Workers	711	2.6	1	4.3

#### Note:

- 1) KMP includes Chairman and Managing Director, Whole-time Directors, Chief Financial Officer and Company Secretary as defined under Section 203 (1) of the Companies Act, 2013. Hence, KMPs also include 7 members of Board of Directors.
- 2) Sitting fees for NED/independent directors is not considered for median remuneration calculation of BoD. Non-Executive Directors viz. Mr. Devendra Mohan Gupta and Mr. Shailendra Mohan Gupta, Non-Executive Independent Directors viz. Divya Karani and Shashidhar Sinha have foregone their sitting fees for the meetings.
- 3) Remuneration includes salary and perquisites & excludes contribution to provident fund and its perquisites, gratuity, and encashment of leaves as per rules of the Company.

### 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)

Chairman and Managing Director of the Company, who is also BRSR head, along with the executive directors are jointly responsible for overseeing and addressing any human rights issues caused or contributed by the business.

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

Jagran family comprises of talented and inspired professionals who contribute towards Company's vision and success. The Company recognizes that the success of Company's business, quality of work and brand perception depends on the ability and commitment of its employees. Further, the Company attempts to provide safe, fair and discrimination free work environment.

The Company adheres to highest level of ethical practices as articulated by its Code of Conduct and vehemently opposes any violation or misconduct and has zero tolerance towards discrimination on the basis of ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation etc. The Company values contribution of each stakeholder and provides thriving work environment to employees to work together and succeed.

The Company has policies relating to Human Resources and Prevention of Sexual Harassment (POSH), which promote a free, fair and discrimination free working environment for employees and provide a mechanism for raising concerns and resolution of disputes. The policy covers complaints of sexual harassment not only in the workplace, but also includes any place visited by the employee arising out of, or during the course of employment including transportation provided by the employer for undertaking such journey. The Company also has an Internal Complaints Committee (ICC) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

The POSH Policy is uploaded on the intranet of the Company and is accessible by all employees.

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

Topic	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	-	Nil	Nil	-
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.**

The Company has policies relating to Human Resources and Prevention of Sexual Harassment (POSH), which promote a free, fair and discrimination free working environment for employees and provide a mechanism for raising concerns and resolution of disputes. The policy covers complaints of sexual harassment not only in the workplace, but also includes any place visited by the employee arising out of, or during the course of employment including transportation provided by the employer for undertaking such journey and also contains strict provisions on confidentiality. The Company also has an Internal Complaints Committee (ICC) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

The Company promotes ethical behavior in all its business activities and in line with the best practices for corporate governance. It has established a system through which Directors & Employees may report breach of Code of Conduct, unethical business practices, illegality, fraud, corruption, leak of unpublished price sensitive information pertaining to the Company etc. at workplace without fear of reprisal. It also provides adequate safeguards against victimization of employees.

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

Yes, human rights requirements form an integral part of our business agreements and contracts, wherever applicable. JPL encourages suppliers to provide an inclusive and supportive working environment and to exercise diversity when it comes to their employees as well as in their decisions to select subcontractors, and the same is extended in the form of our Supplier's/ Vendor's Code of Conduct. JPL also expects its vendors to comply with all extant laws.

**9. Assessments for the year: (CE)**

Topic	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	The Company recognizes that the success of Company's business, quality of work and brand perception depends on the ability and commitment of its employees. Human rights practices like prevention of Child labour, Forced/involuntary labour, are taken care of during hiring process.
Forced/involuntary labor	
Sexual harassment	
Discrimination at workplace	The Company has policies relating to Human Resources and Prevention of Sexual Harassment (POSH), which promote a free, fair and discrimination free working environment for employees and provide a mechanism for raising concerns and resolution of disputes.
Wages	
Others – please specify	No statutory assessments were undertaken, however, sample assessment by the internal auditors of the Company was undertaken, and no non-compliance was reported.

**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

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

Not Applicable, as the Company has not received any grievance/complaint during the year under review.

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

Please refer response to Question number 9 of Principle 5.





**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?**

Most of the Company's offices and buildings are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016. Further, to facilitate them, visitor rooms have been provided in the ground floor and has appropriate entrances and exits.

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

Topic	% of value chain partners (by value of business done with such partners) that were assessed
<b>Sexual harassment</b>	The Company has a documented Supplier / Vendor Code of Conduct applicable to suppliers and follows zero tolerance on any acts of violation or misconduct by such agencies during their dealings with the Company and /or with any of its employees.
<b>Discrimination at workplace</b>	
<b>Child labour</b>	JPL encourages suppliers to provide an inclusive and supportive working environment and to exercise diversity when it comes to their employees as well as in their decisions to select subcontractors.
<b>Forced labour/involuntary labour</b>	
<b>Wages</b>	We are currently in process of selecting the assessment criterion for value chain partners.
<b>Others – please specify</b>	

**5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 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, in the following format:**

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	66,243.5 (GJ) <sup>(3)</sup>	72,688.7 (GJ) <sup>(3)</sup>
Total fuel consumption (B)	11,685.8 (GJ) <sup>(1,2,4)</sup>	9,244.3 (GJ) <sup>(1,2,4)</sup>
Energy consumption through other sources (C)	-	-
<b>Total energy consumption (A+B+C)</b>	<b>77,929.3 (GJ)</b>	<b>81,933.0 (GJ)</b>
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	48.9 (GJ per ₹ Crores)	58.5 (GJ per ₹ Crores)
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

**Notes**

- The output energy consumption of DG set is presently not measured. Hence, the energy consumption from DG is calculated based on diesel energy consumption and output efficiency of 40%.
- LPG cylinders consumption is considered on approximate basis for Lucknow canteen in the financial year to report the energy consumption.
- The electricity consumption from small offices / district offices is currently not considered in electricity consumption.
- Tracking of Diesel consumption data for vehicles owned by Nai Dunia plants has commenced from Aug-22 and same has been included in energy consumption.

**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

**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.**

The Company does not have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Water is a shared resource which must continue to be equitably available for businesses, communities and the natural ecosystem to thrive. JPL has deep sense of responsibility for efficient use of water and thus regular practices are being followed to manage water judiciously for human consumption and its operations.

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	23,943 <sup>(1,2)</sup>	23,625 <sup>(1,2)</sup>
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)</b>	<b>23,943 <sup>(1,2)</sup></b>	<b>23,625 <sup>(1,2)</sup></b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>14,366 <sup>(1,2)</sup></b>	<b>14,175 <sup>(1,2)</sup></b>
Water intensity per rupee of turnover (Water consumed in kilolitres / turnover in crores)	9	10.1
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?	No	No

#### Notes

- Currently, the discharged water is not being measured, however, the Company recognizes the importance of water discharge measurement and initiatives will be undertaken to monitor the discharged water quantity.
- Since discharged water is not monitored, the water consumption is considered tentatively as 60% of the total water withdrawal. The water discharged is reported as difference of water withdrawal and water consumption.

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

Yes. We have ETP plants installed in our facilities situated in Kanpur, Noida, Lucknow, Agra, Varanasi, Prayagraj, Patna, Bhagalpur, Indore, Haldwani, Dehradun, and Meerut. Installations of ETP plants is under progress/pending in Jalandhar and Ranchi.

The treated water is then reused and recycled for gardening/flushing/cleaning or sent back to earth for recharge, as appropriate.

Company has plans to install ETP plants across all the printing facilities.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	kg	1744.2 <sup>(1)</sup>	1691.1 <sup>(1)</sup>
SOx	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify (CO)	kg	130.8 <sup>(1)</sup>	126.8 <sup>(1)</sup>

**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.

#### Notes:

- Air emissions may not be a material for our business inventory. However, these are still evaluated and calculated based on diesel consumption in various DG sets. The air emission factors are considered from [http://www.ipcc-nggip.iges.or.jp/public/gp/bgp/2\\_2\\_Non-CO2\\_Stationary\\_Combustion.pdf](http://www.ipcc-nggip.iges.or.jp/public/gp/bgp/2_2_Non-CO2_Stationary_Combustion.pdf)



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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO <sub>2</sub> equivalent	1244.9 <sup>(1,2,4)</sup>	1053.5 <sup>(1,2,4)</sup>
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO <sub>2</sub> equivalent	13035.2 <sup>(3)</sup>	14335.8 <sup>(3)</sup>
<b>Total Scope 1 and Scope 2 emissions intensity</b>	Metric tonnes of CO <sub>2</sub> equivalent / Crores of turnover	8.96	11
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity	-	-	-

**Note:**

- Fugitive emissions generated from leakage of refrigerants are not tracked and hence not reported in the above emissions.
- LPG cylinders consumption is considered on approximate basis for Lucknow canteen in the financial year to report the energy consumption.
- The electricity consumption from small offices / district offices is currently not considered in electricity consumption.
- Tracking of Diesel consumption data for vehicles owned by Nai Dunia plants has commenced from Aug-22 and same has been included in energy consumption.

**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

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

JPL has started investing in renewable energy project such as Solar rooftop project. The company has installed solar Panels in the Jagran Building, Sarvodaya Nagar, Kanpur, in the month of Nov '22. This investment has helped the company to generate 41,536 units of renewable energy from Nov '22 to Mar '23.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Scrap Plastic	7.6	7.4
E-waste	1.8	0
Bio-medical waste	0	0
Construction and demolition waste	0	0
Battery waste	0	0
Radioactive waste	N.A	N.A
Other Hazardous waste. Please specify, if any.	N.A	N.A
<b>Other Non-hazardous waste generated. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)</b>		
Aluminium Scrap	726.1	576.1
Cable (Aluminium / Copper)	0	1.1
Iron	14.2	32
Mobile Oil	2.2	4.8
Office Waste	7.6	11.2
Packing Tape	2.7	2.1
Paper	2066.9	2026.9
Printing Waste	2057.3	2265.1
Scrap Bearing	0.3	0.9
Scrap Gutka	7	4.7
Tin	4.7	0

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Tyre	0	0.04
Wood	0.2	1.2
<b>Total</b>	<b>4896.8</b>	<b>4933.6</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations		
<b>Total</b>		
	While the Company endeavors to deliver waste materials (which cannot be re-used or recycled internally) to the vendors who sells the waste to recyclers. JPL ventures to re-use the wastepaper generated during production activity in the form of writing pads along with paper packaging to reduce the quantity of waste delivered to the vendors.	
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
<b>Total</b>	-	-
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?	-	-

**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.**

Given the nature of the business, the generation of hazardous and toxic waste by the Company is minimal.

Minimal quantity of e-waste has been generated in the reporting year and the company has engaged with certified 3<sup>rd</sup> party government approved e-waste handler to safely dispose of the generated e-waste. The non-hazardous waste such as metal scrap are being directly sold to local vendors.

In addition to above waste disposal practices, to efficiently utilize the limited resources, the Company has deployed operational control measures to control the wastage and set wastage norms for each plant. Plant wise actual wastage is closely monitored to ensure that wastage is within permissible limits.

- 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:**

Not applicable

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

Not Applicable

- 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.**

Yes, the Company is generally compliant with the applicable environmental laws / regulations/ guidelines in India.



## 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 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption	149.5 (GJ) <sup>(3)</sup>	-
Total fuel consumption	-	-
Energy consumption through other sources	-	-
Total energy consumed from renewable sources	149.5 (GJ)	-
<b>From non-renewable sources</b>		
Total electricity consumption	66,094 (GJ) <sup>(3)</sup>	72,689 (GJ) <sup>(3)</sup>
Total fuel consumption	11,686 (GJ) <sup>(1,2,4)</sup>	9,244 (GJ) <sup>(1,2,4)</sup>
Energy consumption through other sources	-	-
Total energy consumed from non-renewable sources	77,779.8 (GJ)	81,933 (GJ)

## Notes

- The output energy consumption of DG set is presently not measured. Hence, the energy consumption from DG is calculated based on diesel energy consumption and output efficiency of 40%.
- LPG cylinders consumption is considered on approximate basis for Lucknow canteen in the financial year to report the energy consumption.
- The electricity consumption from small offices / district offices is currently not considered in electricity consumption.
- Tracking of Diesel consumption data for vehicles owned by Nai Dunia plants has commenced from Aug-22 and same has been included in energy consumption.

**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

**2. Provide the following details related to water discharged:**

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	-	-
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment	2,154.5 <sup>(1,2,3)</sup>	2,111.3 <sup>(1,2,3)</sup>
- With treatment – please specify level of treatment	7,422.8 <sup>(1,2,3)</sup>	7,338.8 <sup>(1,2,3)</sup>
(iii) To Seawater	-	-
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	-	-
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	-	-
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>	<b>9,577.3 <sup>(1,2,3)</sup></b>	<b>9,450.1 <sup>(1,2,3)</sup></b>

**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

**Note:**

- 1) We have ETP plants installed in our facilities situated in Kanpur, Noida, Lucknow, Agra, Varanasi, Prayagraj, Patna, Bhagalpur, Indore, Haldwani, Dehradun, and Meerut.
- 2) Currently, the discharged water is not being measure however, the Company recognizes the importance of water discharge measurement and initiatives will be undertaken to monitor the discharged water quantity.
- 3) Since discharged water is not monitored, the water consumption is considered tentatively as 60% of the total water withdrawal. The water discharged is reported as difference of water withdrawal and water consumption.

**3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):****(i) Name of the area –**

- Panki Industrial Area, Kanpur.
- UPSIDC, Sikandra, Agra City.
- Tala Nagri Industrial Area, Aligarh.
- Pilibhit Bypass Road, Bareilly.
- Harthala, Moradabad.
- Nadesar, Varanasi.
- Naini, Allahabad.
- Noida, Uttar Pradesh.
- Huda, Panipat.
- Muzaffarpur, Bihar.
- Rangwasa (Rau), Indore.
- Bhanpuri, Raipur.
- Adhartal, Jabalpur.

**(ii) Nature of operations – Manufacturing****(iii) Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	8910.1	8474.1
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>8910.1</b> <sup>(1,2,3)</sup>	<b>8474.1</b> <sup>(1,2,3)</sup>
<b>Total volume of water consumption (in kilolitres)</b>	<b>5346.1</b> <sup>(1,2,3)</sup>	<b>5084.5</b> <sup>(1,2,3)</sup>
Water intensity per rupee of turnover (Water consumed / turnover)		6
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) into Surface water	-	-
No treatment		
With treatment – please specify level of treatment		
(ii) into Groundwater		
No treatment	681.6	679.2
With treatment – please specify level of treatment	2882.4	2710.4
(iii) into Seawater	-	-
No treatment		
With treatment – please specify level of treatment		



Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
(iv) Sent to Third parties	-	-
No treatment		
With treatment – please specify level of treatment		
(v) Others	-	-
No treatment		
With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>	<b>3564</b> <sup>(1,2,3)</sup>	<b>3389.6</b> <sup>(1,2,3)</sup>

**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

**Note:**

- 1) We have ETP plants installed in our facilities situated in Kanpur, Noida, Lucknow, Agra, Varanasi, Prayagraj, Patna, Bhagalpur, Indore, Haldwani, Dehradun, and Meerut.
- 2) Currently, the discharged water is not being measure however, the Company recognizes the importance of water discharge measurement and initiatives will be undertaken to monitor the discharged water quantity.
- 3) Since discharged water is not monitored, the water consumption is considered tentatively as 60% of the total water withdrawal. The water discharged is reported as difference of water withdrawal and water consumption.

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	Not Measured	Not Measured
<b>Total Scope 3 emissions per rupee of turnover</b>	tCO <sub>2</sub> e / ₹	-	-
<b>Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity</b>	-	-	-

**Note:**

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

No

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

N.A., as the Company does not have 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

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

The Company understands the need of protecting the environment and optimal use of natural resources. The Company's Environment Policy outlines its commitment towards running the operations in line with the applicable environmental laws and optimal utilization of natural resources. Though the Policy, currently, does not apply to external stakeholders including suppliers, contractors, NGOs etc., the Company follows zero tolerance on any hazardous activities and encourages them to positively work towards creating a better environment. Company has taken several initiatives across operations in areas related to energy efficiency, emissions management and water management. JPL has been working on climate change issues by improving its process efficiency and taking initiatives in energy efficiency. For instance, the Company started using 'Vio-Green Plate Technology' (waterless chemistry) to save water, installed various water harvesting structures, star rated energy efficient air conditioners, solar panels (Kanpur plant) and LED lights to save energy. Further, two of the principles in Company's editorial content policy pertain to environment and water conservation. Through daily publications and editorial content weaved around these themes, the Company endeavors to empower and enable its readers to become more aware about environmental challenges and potentially play a role in solving these issues.

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Set up of Effluent Treatment Plant (ETP)	The company has ETP plants installed in our facilities situated in Kanpur, Noida, Lucknow, Agra, Varanasi, Prayagraj, Patna, Bhagalpur, Indore, Haldwani, Dehradun, and Meerut. Installations of ETP plants is under progress/pending in Jalandhar and Ranchi.  The treated water is then reused and recycled for gardening/flushing/cleaning or sent back to earth for recharge, as appropriate.  Company has plans to install ETP plants across all the printing facility.	Reuse of wastewater for non-potable uses like gardening, cleaning, flushing which is ultimately reducing the fresh-water withdrawal.
2	Vio-Green Plate Technology	The Company has been working on climate change issues by improving its process efficiency and taking initiatives in energy efficiency. One of such initiative is the use of 'Vio-Green Plate Technology' (waterless chemistry) to save water consumption during printing process. The use of this technology has resulted in reduced water consumption of 2.5 liters per sq. meter of plate area. Total number of half plates and full plates consumed in the reporting year are 31.4 Lakhs which has resulted in total reduced water consumption of 24.36 lakhs litres.	Saves water at the installed facilities which is ultimately reducing the fresh-water withdrawal of 24.36 lakhs litres.
3	Installed Star-Rated systems & Renewable energy	The Company has been investing in various energy savings renewable energy project such as installation of star-rated system and solar rooftop project. JPL has installed efficient air conditioners and LED lights in the office facilities. Lightings are being used in all major facilities including workspace, canteen, parking spaces etc. The capex investment of replacing conventional lightning with LED lightings have resulted in savings in absolute energy consumption. The company has also installed solar panels in the Jagran Building, Sarvodaya Nagar, Kanpur, in the month of Nov '22. This investment has helped the company to generate 41,536 units of renewable energy from Nov '22 to Mar '23.	Efficient air conditioners, LED lights to save energy and renewable energy generation

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

Company has a business continuity and disaster management plan. Company has planned in case of disturbance and breakdown to print the papers from nearby printing plants so that our business continuity may not be affected. Regarding disaster management plan, we have daily back up of applications to avoid such problems. We have planned, in case of any problem, IT related function may start at the earliest so that business related activity may be carried out without any loss of business.

The company has never experienced any disturbance in business operations and continuity due to the pioneering role played by the employees. This has helped us to maintain the Company's tradition of keeping consumer's interest at the forefront. Pandemic has adequately demonstrated our abilities to ensure uninterrupted operations for a prolonged time of unprecedented crisis and disruptions.

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

No significant adverse impacts have been reported from any value chain partners. JPL has in place a documented Supplier / Vendor Code of Conduct applicable to suppliers which sets out guidelines relating to Health, Safety and Environment and Quality. Suppliers are expected to provide a safe and healthy working environment and, if applicable, safe and healthy company living quarters, and to operate in an environmentally responsible and efficient manner.

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

The Company has a documented Supplier / Vendor Code of Conduct applicable to suppliers and follows zero tolerance on any acts of violation or misconduct by such agencies during their dealings with the Company and /or with any of its employees.

JPL encourages suppliers to provide an inclusive and supportive working environment and to exercise diversity when it comes to their employees as well as in their decisions to select subcontractors.

We are currently in process of selecting the assessment criterion for value chain partners.





**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:** The Company is affiliated with 13 trade and industry chambers/ associations
- b) **List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

S. no	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	International News Media Association (INMA)	International
2	Audit Bureau of Circulations (ABC)	National
3	Indian Newspaper Society (INS)	National
4	Readership Studies Council of India (RSCI)	National
5	Internet and Mobile Association of India (IAMAI)	National
6	Rural Marketing Association of India (RMAI)	National
7	Indoor Outdoor Advertising Association (IOAA)	National
8	Digital News Publishers Association (DNPA)	National
9	Indian Languages Newspapers Association (ILNA)	National
10	All India Newspaper Editors' Conference (AINEC)	National
11	Media Research Users Council (MRUC)	National
12	The Advertising Standards Council of India (ASCI)	National
13	Merchants' Chamber of Uttar Pradesh	National

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

N.A.

**LEADERSHIP INDICATORS**

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

Jagran engages with industry associations in responsible manner for advocating public and regulatory policies towards the advancement of the industry and public good. The Company's Editorial Policy ensures balanced, unbiased, responsible and truthful reporting. Additionally, being into news publication; the Company has always strived to publish the content which the readers have a right to know. In its published content it has always endeavored to strike a balance between news and views, thereby attempting to educate readers and create a difference. Being a media company, we interact with government / regulatory authorities through newspaper associations.

**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

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

Not Applicable

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

At JPL, there are teams which works closely with the communities and connects with the programme participants on a regular basis throughout the project cycle. This makes it relatively easier to establish strong communication lines and swiftly address any grievances through a dedicated SPOC. In addition, regular monitoring visits are conducted by various stakeholders which are linked to these programs to ensure no bias and complete fairness. Details of CSR programmes are mentioned elsewhere in the report.

**4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:**

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ Small producers	3.3%	10.5%
Sourced directly from within the district and neighboring districts	5.7%	8.3%

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

Not Applicable

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

CSR activities are not done in the aspirational districts identified by Government.

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

The Company recognizes its responsibility as a corporate citizen and as part of its Saat Sarokaar, it believes in equal and fair opportunity to all vendors including marginalized /vulnerable vendors. The Company does not differentiate / discriminate while selecting its vendors. The Company has developed trusted relationship with local vendors and works with them to develop quality product that meets its as well as industry needs, thereby enabling local vendors to grow their business. Also, the Company works with local businesses to generate productive local employment by hiring talent from nearby locations to meet requirements for services like printing, waste handling, housekeeping, logistics, machine and other business operations besides purchasing materials.

Presently there is no preferential policy in place giving preference to purchase from suppliers comprising marginalized / vulnerable groups. However, as stated above, the Company recognizes the importance of such purchases and may consider including the same in future.

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

Not Applicable

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

Not Applicable

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

Not applicable.

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

Not applicable

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

We have been persistently exploring novel opportunities and possibilities in the form of sustainable programs or projects for our CSR activities in order to create larger social impact and positive changes in the lives of the community and integrating social and environmental concerns in our business operations. The Company also leverages its massive reach to organise initiatives that are in spirit of "Saat Sarokar" principles and have the potential to mobilise citizens and generate ground-level impact.

Details of CSR Projects for financial year 2022-23:

S. no	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Promoting education by way of contribution to Shri Puran Chandra Gupta Smarak Trust for establishment, expansion, administration and maintenance of academic institutions	12,000 +	Not Measured

Apart from the mandated CSR activities, we have also launched the following new initiatives:



- 1) **Gau Grass Campaign:** In Hinduism, cows hold a sacred status. However, in many cities, over 5.2 million stray cows wander around causing traffic disruptions and wreaking havoc on village fields. They feed on garbage, including large quantities of plastic. This led us to launch the ‘Gau Grass’ campaign, meaning ‘Food for the Cows’, with the goal of awakening people's conscience and dual standards towards these animals. The campaign, which received participation from over 685 associations and organisations, aimed to bring together all their members to support the cause. It connected 257 cow shelters, providing thousands of cows with much-needed aid. Over 1.5 million students from more than 10,158 schools actively participated in the campaign, taking the message home and amplifying its reach. The campaign's impact was massive, with millions taking the pledge to be more sensitive towards cows and feed them.
- 2) **Covid Awareness Campaign:** With the worst of the pandemic behind us, it was important to not drop guard completely and at the same time work on maintaining physical and mental health. We did an awareness campaign on physical and mental fitness in the post-pandemic times. At the same time we generated awareness on the need for booster doses. Our campaign message – that it’s our collective behavior that will enable us to emerge stronger and fight of the effects of Covid-19.
- 3) **Campaign on Road Safety:** India's roads are infamous for being the most dangerous in the world, with over 425 road accident fatalities occurring each day. Dainik Jagran, recognising the gravity of the situation, launched a comprehensive campaign to address the issue. The campaign involved 750 reporters who travelled 79,657 km on 182 highways across India. The goal was to conduct a highway audit, highlighting engineering flaws and educating citizens on road safety measures while pushing the government to enforce traffic laws.

The campaign was a resounding success, reaching 69 million readers of Dainik Jagran and directly impacting 2.7 million school children and 130,000 drivers through workshops. In total, 58 million people participated in the campaign by taking the oath on Road Safety. The first-ever highway audit at scale captured 1,274 data points, and heatmaps were created to demonstrate potential road hazards on specific highways.

- 4) **Jagran Arpan:** This was a campaign launched during winters that appealed to people to donate generously with warm clothes for the homeless and poor sections of the society.

Additionally, the Company continued following up of its earlier flagship campaign:

**Jagran Sanskarshala:** The pandemic ushered in tech-enabled school education, but it created several pitfalls. Tech companies are collecting data on kids, yet shutting access to the digital world isn’t the answer. The media children consume could profoundly impact their learning, social development and behavior. Understanding the role of technology in children’s lives could lead to better products, parenting and public policies. Our campaign attempted to redefine kids’ relationship kids with technology and help them develop the ability to make smart choices. The immersive campaign using story telling formats connected with 8,00,000 kids directly while the campaign media reach was 100 million. We conducted 946 story reading sessions during school morning assemblies, reaching 623,050 students, and converted all stories into podcasts for a wider audience. We also involved school principals who authored 981 newspaper articles and created 55 videos, while students made 80 videos on campaign topics. We invited 49 experts for Q&A sessions and reported them in the newspaper. Finally, we organised 130 round table discussions to encourage debate on redefining children's relationship with technology.

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

**ESSENTIAL INDICATORS**

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

The complaints received from stakeholders like suppliers, customers and contractors are forwarded to the respective Department Heads and addressed on a case-to-case basis based on their priorities

**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
<b>Environment and Social parameters relevant to product</b>	
<b>Safe and responsible usage</b>	Not Applicable
<b>Recycling and/or safe disposal</b>	

**3. Number of consumer complaints:**

Topic	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Others	0	0	-	0	0	-

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

	Number	Reason for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

**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 framed its cyber security & data privacy policy which considers customer information safety as a critical aspect. The Risk Management Committee which is constituted by the board is responsible for monitoring and reviewing of risk mitigation strategies associated with cyber security. The cyber security & data privacy policy is established to set a clear corporate direction and demonstrate support for, and commitment to information security throughout its operations. This policy is available and is uploaded on the intranet portal, JConnect, and communicated on a need-to-know basis.

**6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

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

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

Corporate Website at [www.jplcorp.in](http://www.jplcorp.in); Additionally, the requisite information may also be accessed on the individual websites of business verticals maintained by the Company, details of which are given in the Annual Report.

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

Not Applicable since major revenues consists of newspapers/magazines (which are generally disposed off by end customers and mostly recycled) and digital advertisements.

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

Not Applicable

**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.**

Not applicable.

**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)**

Yes, survey is carried out with customers at regular intervals. The Product Sales and Marketing Team (PSM Team) generates a sales survey form for customers for recording their feedback.

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

a. **Number of instances of data breaches along-with impact** – No Data Breaches have occurred

b. **Percentage of data breaches involving personally identifiable information of customers** – Not Applicable.