

August 27, 2024

Manager–CRD, BSE Ltd., Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai-400001	Equity	Scrip Code: 532705
		ISIN No.: INE199G01027

Listing Manager, National Stock Exchange of India Ltd., 'Exchange Plaza', Bandra Kurla Complex, Dalal Street, Bandra (E), Mumbai-400 051	Equity	Symbol: JAGRAN
		ISIN No.: INE199G01027

Dear Sir / Madam,

Subject: Business Responsibility and Sustainability Report for the Financial Year 2023 24

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, we are submitting herewith the Business Responsibility and Sustainability Report for the Financial Year 2023-24, which forms part of the Annual Report for the Financial Year 2023-24.

The aforesaid document is also available on the Company's corporate website at www.jplcorp.in

Kindly take the same in your records.

Thanking you

Yours faithfully
For Jagran Prakashan Limited

(Amit Jaiswal)
Chief Financial Officer, Company Secretary and Compliance Officer
ICSI Membership No.: F5863

Encl.: As above



Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Company	L22219UP1975PLC004147
2	Name of the Company	JAGRAN PRAKASHAN LIMITED
3	Year of incorporation	1975
4	Registered office address	Jagran Building, 2, Sarvodaya Nagar, Kanpur, Uttar Pradesh, India- 208005
5	Corporate office address	Jagran Building, 2, Sarvodaya Nagar, Kanpur, Uttar Pradesh, India- 208005
6	E-mail ID	jpl@jagran.com
7	Telephone	0512-2216161
8	Website	www.jplcorp.in
9	Financial year for which reporting is being done	2023-24
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	₹4353.09 Lakhs
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	
	Name of the Person	Mr. Amit Jaiswal, Chief Financial Officer & Company Secretary.
	Telephone	0512-2216161
	Email address	investor@jagran.com
13	Reporting Boundary	Disclosures made in this report are on a standalone basis
14	Name of assurance provider	N.A.
15	Type of assure obtained	N.A.

II. Products/Services:

16. Details of business activities (accounting for 90% of the turnover)

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Newspaper and magazine	Sale of newspaper in Hindi, Punjabi and Urdu languages and sale of magazines and other publications	21.2%
2	Advertisement revenue	Sale of advertisement space in Hindi, Punjabi and Urdu language newspapers including digital advertisement	66.4%
3	Outdoor advertising	Display of advertisement through hoarding, billboard, bus shelters, railway stations, LED panels/digital options, in-shop and out-shop branding, etc.	6.6%
4	Event management	Brand activation, event management, creative service public health program etc.	3.8%
5	Others	Printing job work and scrap sales	2.0%
	Total		100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Publishing of newspaper	58131	21.2%
2	Advertisement revenue	74300	61.2%
3	Digital advertisement revenue	51396	5.2%
4	Outdoor advertising	74300	6.6%
5	Event management	74130	3.8%
6	Others	51396	2.0%
	Total		100.0

III. Operations
18. 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*	6**	38
International	-	-	-

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

** Only main business offices located in Bengaluru, Delhi, Ahmedabad, Mumbai, Chennai and Kolkata are considered.

19. Markets served by the entity:
A. Number of locations

Locations	Number
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?

Total Contribution of export as a percentage of the total turnover for Jagran Prakashan Limited is 1.3%.

C. A brief on types of customers

Jagran Prakashan Limited is a leading media group with interests that span across various sectors, including print (newspapers and magazines), digital, outdoor advertising, promotional marketing, event management, and activation. The customer base is diverse, encompassing individual and corporate customers, educational and government organizations, non-governmental organizations, agencies, and more.

IV. Employees
20. Details as at the end of Financial Year

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
A. Employees (including differently abled)						
1.	Permanent (D)	4068	3873	95.21%	195	4.79%
2.	Other than Permanent (E)	2019	1954	96.78%	65	3.22%
3.	Total employees (D+E)	6087	5827	95.73%	260	4.27%
B. Workers (including differently abled)						
1.	Permanent (E)	712	711	99.86%	1	0.14%
2.	Other than Permanent (F)	36	36	100%	0	0
3.	Total workers (F+G)	748	747	99.87%	1	0.13%
C. Differently abled Employees						
1.	Permanent	5	5	100%	0	0%
2.	Other than Permanent	2	2	100%	0	0%
3.	Total employees	7	7	100%	0	0%
D. Differently abled Workers:						
1.	Permanent	1	1	100%	0	0%
2.	Other than Permanent	0	0	0%	0	0%
3.	Total workers	1	1	100%	0	0%

21. Participation/ Inclusion/ Representation of women

S. No.	Category	Total (A)	No. and percentage of Females	
			No. (B)	% (B / A)
1.	Board of Directors	18	1	5.56%
2.	Key Management Personnel*	7	0	-

*Includes Whole-time Directors, Chief Financial Officer and Company Secretary as defined under Section 203(1) of the Companies Act, 2013 as on March 31, 2024.



22. Turnover rate for permanent employees and workers

Category	FY 23-24 (Turnover rate in Current FY)			FY 22-23 (Turnover rate in previous FY)			FY 21-22 (Turnover rate in prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13.8%	17.1%	13.9%	12.1%	24.1%	12.7%	12.6%	23.6%	13.1%
Permanent Workers	8%	0.0%	8%	5.7%	0.0%	5.7%	4.4%	0.0%	4.4%

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Jagran Media Network Investment Private Limited	Holding	67.97%	No
2	Midday Infomedia Limited	Subsidiary	100.00%	No
3	Music Broadcast Limited	Subsidiary	74.05%	No
4	Leet OOH Media Private Limited	Associate	48.84%	No
5	X-Perit Publicity Private Limited	Associate	39.20%	No
6	MMI Online Limited	Associate	44.92%	No

VI. CSR Details:

24	a. Whether CSR is applicable as per the provision of Section 135 of Companies Act, 2013:	Yes
	a. Turnover (in ₹)	164,067.79 Lakhs
	b. Net worth (in ₹)	160,318.22 Lakhs

VII. Transparency and Disclosures Compliances

As a leading media conglomerate, the Company is committed to the highest level of ethical practices. The Code of Conduct and Ethics, approved by the Board of Directors, applies to all Directors and Senior Management Personnel. The Company has established policies related to Human Resources and the Prevention of Sexual Harassment (POSH), which foster a harassment-free work environment for employees and provide mechanisms for voicing concerns and resolving disputes. The Company has established a Supplier/Vendor Code to promote transparency and the adoption of ethical practices. Furthermore, certain business units have tailored their own Codes of Conduct to meet the unique requirements of their respective fields, which all employees are obligated to follow.

The Company's policies that guide its relationships with stakeholders, including grievance mechanisms, are available on the corporate website at: <https://jplcorp.in/new/Reports.aspx?CID=14>. Other policies are accessible on the Company's intranet.

25. 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 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, Direct interaction with communities is encouraged during CSR activities and awareness programs.	NIL	NIL	N.A.	NIL	NIL	N.A.
Investors (other than shareholders) & Shareholders	Yes, Shareholders may register their complaints, grievances, or concerns either directly with the Company or by approaching the Registrar and Share Transfer Agent, KFin Technologies Limited. Other investors are also welcome to contact the Company or reach out to KFin Technologies Limited for assistance. Contact details can be found on the Company's website at https://jplcorp.in/new/Pages.aspx?PID=21 .	22	NIL	All complaints were duly resolved. For further details, refer Report on Corporate Governance.	66	NIL	All complaints were duly resolved. For further details, refer Report on Corporate Governance.
Employees and workers	Yes, to safeguard the interests of employees and workers, a detailed grievance redressal mechanism is outlined in the POSH Policy, which can be accessed on the Company's intranet, and the Vigil Mechanism/ Whistle Blower Policy of the Company, available at https://jplcorp.in/new/Reports.aspx?CID=14	NIL	NIL	N.A.	NIL	NIL	N.A.
Customers	Yes, in addition to using the Sales Feedback Form for our printing business, customers can contact various Company officials through the details provided on our website at https://jplcorp.in/new/Contact_Us.aspx . Customers may also reach out to officials via the contact information available on the Company's various digital platforms.	NIL	NIL	N.A.	NIL	NIL	N.A.



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 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Value Chain Partners	Yes, Value Chain Partners are welcome to register their complaints, grievances, or concerns directly with the head of the relevant department within the Company. Additionally, a dedicated email address is provided on the vendor purchase order for the purpose of facilitating communication with the Company.	NIL	NIL	N.A.	NIL	NIL	N.A.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change and Resilience	Risk & Opportunity	The operations and business of an organization can be directly affected by critical sustainability risks such as climate change, water security, plastic waste, supply chain disruptions, and sourcing challenges. Additionally, regulatory and market transition risks associated with the shift to a low-carbon economy are present. These risks include changing consumer preferences, increased product costs, and future government policies and regulations.	<ol style="list-style-type: none"> JPL's primary consumption consists of large quantities of printing inks and paper. The goal is to improve bulk shipment and storage, aiming to reduce transportation impact and excessive packaging. The Company has started using 'Vio-Green Plate Technology' (waterless chemistry) to conserve water, installed various water harvesting structures, star-rated energy-efficient air conditioners, solar panels at various locations and LED lights to save and conserve energy. The Company's objective is to reduce reliance on power supplied by the Electricity Board by transitioning to solar energy. Several units are already utilising solar power. JPL has installed energy-efficient fixtures at the majority of its printing presses and offices. The installation of a solar power plant at the Kanpur, Agra and Noida units ensures the use of renewable energy, thereby decreasing overall CO2 emissions. The Company is also in the process of installing solar panels at Lucknow, Patna and Varanasi units. 	<p>Short Term: Negative Medium to Long Term: Positive</p> <p>Initiatives and endeavors aimed at mitigating climate change risks may result in additional costs in the short to medium term. However, these costs can be partially offset by long-term efficiency improvements. Moreover, these initiatives enhance business resilience and protect long-term value.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Waste Management	Opportunity	By embracing waste management as an opportunity, we can reduce costs, enhance sustainability, comply with regulations, drive innovation, and contribute to a more circular economy. This not only benefits a company's bottom line but also strengthens its reputation and position in the market.	<ol style="list-style-type: none"> 1. JPL is focused towards adapting 3R policy i.e., Reduce, Reuse & Recycle on the waste generated, leaving lesser waste for disposal to third party vendors. 2. The Company has a proper tracking mechanism for the waste generated and does not encourage in performing any hazardous activity in printing presses. 3. The Company endeavors to deliver waste materials (which cannot be reused or recycled internally) to vendors who sell the waste to recyclers. JPL strives to reuse the wastepaper generated during production activities by converting it into writing pads and using it in paper packaging to reduce the quantity of waste delivered to vendors. Regarding production wastage, we do not recycle paper/newsprint as it is directly purchased from vendors, and the finished product is delivered to the end user. 	Positive - Proper tracking and monitoring of waste generated along with source mapping reduces the total overall waste generated along with reducing the waste disposal cost.
3	Water Management	Opportunity	Water is foreseen as an opportunity at Jagran as majority of the water is consumed for domestic usage and minimal amount in process of printing.	<ol style="list-style-type: none"> 1. JPL has installed Effluent Treatment Plants at 12 of its printing presses where Industrial effluents are treated and then discharged. 2. The Company started using 'Vio-Green Plate Technology' (waterless chemistry) to save water. 3. We have installed various water harvesting structures to conserve water. 	Positive - Use of ETP helps in use of the treated water into domestic processes like gardening and toilet flushing.
4	Human Capital Development	Opportunity	The success of the Company's operations relies on the ongoing dedication, skills, and expertise of its corporate and divisional executive teams, as well as other highly qualified employees who possess extensive knowledge in business, technology, and operations. The market for skilled professionals is highly competitive, and there is no guarantee that the Company will be able to retain these employees or recruit and train suitable replacements without incurring significant costs or experiencing delays.	<ol style="list-style-type: none"> 1. Investing in training and development programs. 2. Offering opportunities for growth and development demonstrates our commitment to our employee's professional growth. 3. Building a robust talent pipeline across responsibility levels through requisite quality in key roles. 4. Maintaining fair wages basis performance/appraisal or industry standard & applicable code. 5. The Company maintains an employee friendly work environment. 	Positive - Human Capital Development can improve the skills and knowledge of employees. This can lead to increased productivity, improved product quality, and operational efficiency within the Company.



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Occupational Health & Safety	Risk	Providing comprehensive training on safety procedures, compliance regulations, and ethical practices fosters a secure work environment, reduces accidents, ensures adherence to regulatory requirements, and safeguards the Company against legal and reputational risks.	<ol style="list-style-type: none"> The Company has established an On-site Emergency Control Plan, encompassing bi-annual mock drills involving government authorities and neighbouring large industries. Additionally, regular safety training sessions are conducted, and all employees at the manufacturing plants are equipped with necessary safety gear. For further details, refer Question No. 10 of Principle 3. 	Negative - Non-adherence to the health and safety protocols can impact on health and wellbeing of employees at the Company.
6	Corporate Governance & Ethics	Risk	Adverse financial and reputational risks may arise due to unethical business conduct and non-compliance to regulatory requirements.	<ol style="list-style-type: none"> JPL has a strong governance mechanism so as to comply with all the regulatory requirements from local and national regulatory authorities. Mechanism in place to avoid workforce discrimination, sexual harassment and provide free & fair working environment for employees. Development of Code of Conduct and whistle blower policy for its employees and vendors. 	Negative - Ethical business practices and compliance to regulatory requirements will prevent noncompliances and potential regulatory fines from the government.
7	Innovation Technology	Opportunity	Innovation and technology is an integral part of business as it creates and opportunity for JPL to expand its business in different directions. Innovation and R&D can contribute to bringing up new processes and technologies in printing process.	<ol style="list-style-type: none"> JPL has identified various opportunities to expands its business within printing industry using innovation and R&D. There are various projects JPL has undertaken in collaboration with external stakeholders to improve the efficiency of existing process and to establish a new product market in printing industry. 	Positive - Innovation and R&D will lead to financial benefits to the Company by optimizing the existing printing process.
8	Transparency & Reporting	Risks	Failure in regulatory reporting and disclosures will lead to lack of transparency to the internal as well as external stakeholders will spoil the reputation of the Company and also leads to loss of trust towards its Investors and consumers.	<ol style="list-style-type: none"> JPL ensures timely regulatory reporting and disclosure of all the necessary details to its internal and external stakeholders through the stock exchanges, MCA Portal and the Company's corporate website. 	Positive - Timely reporting and Transparency will keep the Company's trust in investors and consumers along with the government authorities which will lead to a positive financial impact as it avoids any potential regulatory fine.
9	Consumer Relationship management	Risks	Consumer Relationship management is vital for JPL business where the Company takes feedback from consumers to improve the product quality sold by the Company. Improper consumer feedback management may lead to decline in JPL's business and can affect the reputation of the Company.	<ol style="list-style-type: none"> JPL has a dedicated mechanism to collect consumer feedbacks and work on it to improve the Company's products and services. 	Positive - The dedicated help line mechanism/channel for collecting feedback from the consumers and will increase consumer's trust in the Company's product and services which in turn provides financial benefits to the Company.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Community Engagement	Opportunity	Corporate Social Responsibility is an opportunity to the Company as it provides a competitive advantage for the business to engage community and through its various workshops and initiatives.	<ol style="list-style-type: none"> 1. The Company undertakes 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. 2. As part of our CSR activities, we focus on areas such as promoting education and healthcare, among others. We aim to make a positive and lasting impact on the lives of individuals and the overall well-being of the communities we serve. 	Positive - Such community development initiatives create an opportunity for JPL to attract a broader customer base, and as a result contribute to the country's progress by contributing to the development of the community at large.
11	Responsible Supply Chain Management	Opportunity	Responsible supply chain management is an opportunity where JPL can optimize its supply chain to be more environmentally friendly	<ol style="list-style-type: none"> 1. 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. 2. 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. 	Positive - Initiatives on responsible supply chain management provides a competitive edge to the Company which builds trust in its consumers and other stakeholders, hence increasing the revenue of the Company.
12	Diversity Inclusion & Equity	Opportunity	Diversity is a vital part of business as it provides more employment opportunities to employees and instills a healthy work environment.	<ol style="list-style-type: none"> 1. We provide a safe, fair and discrimination free work environment and through a culture of meritocracy, we empower employees to realise their professional potential. 2. 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. 3. The Company values contribution of each stakeholder and provides thriving work environment to employees to work together and succeed. 	Positive - Increase in diversity will help increase the trust of internal and external stakeholders in the Company which will benefit the business and provides financial stability.



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
1	<p>a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</p> <p>b. Has the policy been approved by the Board? (Yes/No)</p> <p>c. Web Link of the Policies, if available</p>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes, the Company has translated the policies and incorporated the nine principles into its processes and procedures, as applicable.								
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	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.								
4	Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company's printing facility and registered office, situated in Kanpur, are ISO 9001:2015 certified.								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any	<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"> • Poverty Eradication: End poverty in all its form everywhere. End hunger, food security, improve nutrition and promote sustainable agriculture. • Healthy Society: Ensure Healthy lives and promote well-being for all. • Educated Society: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all • Women Empowerment: Achieve gender equality and empower all women and girls. • 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. • Water Conservation: Ensure access to clean drinking water and sanitation for all. • Population Management: Promote inclusive and sustainable economic growth, employment and decent work for all. <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
Policy and Management Processes									
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met		<p>As a leading media company, JPL recognizes its responsibilities towards its readers and the 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 includes a daily column on health and well-being, a youth-centric supplement focusing on providing access to job opportunities, and content catering specifically to the needs of women readers.</p> <p>Beyond content, the Company also leverages its massive reach to organize initiatives that can 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 this report.</p> <p>The Company has been addressing climate change issues by improving its process efficiency and taking initiatives in energy efficiency. For instance, the Company has started using 'Vio-Green Plate Technology' (waterless chemistry) to save water, installed various water harvesting structures, star-rated energy-efficient air conditioners, solar panels and LED lights to save and conserve energy.</p> <p>Through daily publications and editorial content centered around these themes, the Company endeavors to empower and enable its readers to become more aware of environmental challenges and potentially play a role in solving these issues. For various initiatives undertaken by the Company in the reporting year, please refer to the response to Leadership Question 6 of Principle 8.</p>						
Governance, Leadership and oversight									
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements								
<p>Sustainability lies at the heart of our Company. Since our inception, we have been committed to enhancing our internal operations through a variety of energy conservation programs, environmental initiatives, and safety and compliance activities.</p> <p>We foster an enabling environment for our workforce that is equitable, transparent, and collaborative. We continuously invest in their training and upskilling to ensure they remain at the forefront of industry trends. Our community outreach is governed by a framework of seven principles, which we call 'Saat Sarokaar'. These principles cover Poverty Eradication, the establishment of a Healthy Society, the advancement of Education, Women's Empowerment, Environmental Conservation, Water Conservation and Population Management.</p>									
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).		Mr. Sandeep Gupta, Whole-time Director						
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.		<p>The Company's business responsibility and sustainability performance is reviewed by the Board annually.</p> <p>Further, the Board has identified Mr. Sandeep Gupta, Whole-time Director of the Company 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								
	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, as stated, have been approved by the Board or functional heads. They are reviewed at periodic intervals based on statutory requirements or as needed.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	<p>The Company complies with all applicable statutory laws and regulations. In collaboration with a professional agency of international repute, the Company has established an electronic compliance tool to monitor and enhance adherence to applicable laws. This tool is regularly updated to reflect amendments or modifications in the laws. As a result, compliance has been strengthened at all levels under the supervision of the Compliance Officer.</p> <p>Furthermore, in accordance with the provisions of Section 138 of the Companies Act, 2013, and the rules made thereunder, the Company's Internal Auditors review the Company's functions and activities. They present their report to the Audit Committee of the Board on a semi-annual basis.</p>								
Frequency of NGRBCs review (Annually/ Half yearly/ Quarterly/ Any other – please specify)	The consulting agency provides semi-annual updates to the Board on the Company's established ESG (Environmental, Social, and Governance) framework, as well as on the progress the Company is making toward achieving its ESG objectives.								

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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	Policies, once approved by the Board or functional heads, are subject to review at periodic intervals, which are determined by statutory requirements or as necessitated by circumstances.								

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
<p>The entity does not consider the principles material to its business (Yes/No)</p> <p>The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)</p> <p>The entity does not have the financial or/human and technical resources available for the task (Yes/No)</p> <p>It is planned to be done in the next financial year (Yes/No)</p> <p>Any other reason (please specify)</p>	Not applicable since the policies and procedures of the Company cover all principles of NGRBCs.								

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
Board of Directors	1	During the reporting year, the Company conducted an orientation and familiarization program for its Board of Directors and Key Managerial Personnel (KMPs). The program covered key regulatory changes in India's corporate laws, including amendments to the SEBI Regulations, the Companies Act 2013, and other significant regulatory updates. Details of the familiarization programme are available on the Company's website at https://jplcorp.in/new/Reports.aspx?CID=26 .	100%
Key Managerial Personnel		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 Company's Statutory Auditors also provide a presentation to the Audit Committee, highlighting the latest legal updates.	
Employees and other than BoD and KMPs	366	The Company acknowledges the significance of training and organizes a range of sessions to promote safety and enhance the skills of its employees. Throughout the reporting year, the Company conducted various training programs, including BI concepts, POSH test, ADF Training, Production review meetings, Fire safety, and evacuation drills, among others. Additional training sessions encompass orientation and induction programs for new hires.	6%
Workers	129	The Company acknowledges the significance of training and organizes a range of sessions to promote safety and enhance the skills of its workers. During the reporting year, the Company conducted various training programs, such as the POSH test, Fire safety, and evacuation drills, among others.	18%

Note:

Regular training sessions are being conducted at both office and plant locations. These sessions include both individual and group-based training programs.

The tracking and record maintenance of employee attendance in trainings was not fully recorded in the database.

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.

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine Settlement Compounding fee			NIL		
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment Punishment			NIL		



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

Case details	Name of the regulatory/enforcement agencies/ judicial institutions
N.A.	N.A.

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

The Company is committed to upholding the highest standards of ethics, supported by an informed and independent Board and Senior Management. These values are deeply ingrained in the Company's core and have withstood the test of time since its inception. The Company has adopted a Code of Conduct and Ethics, approved by the Board of Directors, which applies to all Directors and Senior Management Personnel. Additionally, certain business units have their own Codes of Conduct tailored to the specific needs and demands of their work areas, and these are applicable to all employees. Furthermore, the Company has a documented Editorial Code that addresses aspects such as independent and unbiased reporting, as well as a robust Vigil Mechanism/Whistleblower Policy. The Company has also implemented a Supplier/Vendor Code of Conduct for its suppliers, adhering to a zero-tolerance policy for any acts of bribery or corruption by such entities during their interactions with the Company or any of its employees. Some of our codes and policies are available at <https://jplcorp.in/new/Reports.aspx?CID=14>. Other internal policies are available on the Company's intranet and are accessible to the relevant 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 (2023-24) (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

Category	FY (2023-24) (Current Financial Year)		FY 2022-23 (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 the KMPs	NIL		NIL	

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

N.A.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured)

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of Days of accounts payables	73 Days	60 Days

9. Open-ness of business.

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties

Parameter	Metrics	FY 2023 - 24 Current Year	FY 2022 - 23 Previous Year
Concentration of Purchases	a. Purchases from trading houses as % of total purchases*	19.16%	20.93%
	b. Number of trading houses where purchases are made from	3	3
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	100%	100%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	23.49%	24.61%
	b. Number of dealers / distributors to whom sales are made	8025	8371
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	14.28%	13.19%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.85%	1.39%
	b. Sales (Sales to related parties / Total Sales)	0.43%	0.22%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	35.48%	36.15%
	d. Investments (Investments in related parties / Total Investments made)	30.57%	27.19%

*Trading houses includes the suppliers out of India for importing raw materials.

LEADERSHIP INDICATORS

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

Total Number of awareness programmes held	Topic/principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
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The Company's value chain partners have access to the Company's documented Supplier / Vendor Code of Conduct. The Company 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.

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.

The Company has established processes to prevent and manage conflicts of interest involving board members. 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. Annually, Directors and Senior Management affirm their compliance with the Code of Conduct, confirming that there have been no instances of non-compliance. Additionally, Directors disclose their interests using Form MBP-1, as required by Section 184 of the Companies Act, 2013. The Board acknowledges these confirmations at the first board meeting each year, in accordance with the aforementioned section.

Furthermore, in adherence to the Companies Act, 2013, its associated rules and schedules, and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015—as amended periodically—directors abstain from participating in discussions about agenda items in which they are interested during board and committee meetings. The Audit Committee of the Board comprises solely independent directors, and the majority of members in nearly all other committees formed by the Board are independent directors, ensuring transparency and accountability.

The Company has also implemented a Related Party Transaction Policy to guarantee the proper approval and reporting of transactions between the Company and its related parties.

The aforementioned Code and Policy are available 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.**

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvement in social and environmental aspects
R&D	The raw materials required for newspaper production are procured externally from vendors, which means there is no direct investment in research and development (R&D) in this area. Nonetheless, we engage in regular discussions with our vendors to stay informed about the latest technological advancements and environmental issues related to newsprint. The costs associated with these discussions are negligible.		
Capex	JPL has implemented several initiatives across its operations in areas such as energy efficiency, emissions management, and water conservation. The Company has allocated 2.40% of its total capital expenditures (CAPEX) to the installation of solar panels and effluent treatment plants (ETPs) in the reporting year. These investments are part of our efforts to address climate change by enhancing process efficiency and pursuing energy-saving measures. For example, the Company has adopted 'Vio-Green Plate Technology,' a waterless chemistry approach, to conserve water. We have also installed water harvesting structures, energy-efficient air conditioners with star ratings, solar panels at various plants and LED lighting to reduce energy consumption. To make the most of our limited resources, we have implemented operational controls to minimize waste and established waste norms for each plant. We closely monitor plant-specific waste levels to ensure they remain within acceptable limits. Additionally, we have established ETPs to treat and reuse wastewater for non-potable purposes, such as gardening, cleaning, and toilet flushing. While the Company ensures that other waste materials are delivered to vendors who sell the waste to recyclers, we do not engage in recycling ourselves.		

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

As part of our sustainable sourcing initiative, we aim to assess vendors on various parameters, including environmental, social, and ethical areas. We have an established supplier code of conduct and expect vendors to comply with the same. Additionally, we aim to incorporate these parameters into the vendor selection and onboarding process as an extra control measure. In our supplier selection criteria, local sourcing is considered an essential criterion.

2. 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 limited scope for using recycled materials as processed inputs, with the exception of paper. As part of our production process, we do not recycle paper or newsprint waste because it is purchased directly from vendors, and the finished product is delivered to the end user. We import newsprint and also purchase it from Indian companies, with Indian manufacturers supplying 63.25% of the total newsprint we buy, most of which is recycled. A minimal quantity of e-waste was generated in the reporting year, and the Company has engaged a certified, government-approved third-party e-waste handler to safely dispose of the generated e-waste. In addition to our waste disposal practices, the Company has implemented operational control measures to efficiently utilize limited resources, control wastage, and establish wastage norms for each plant. We closely monitor actual wastage plant by plant to ensure it remains 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.

N.A.

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?**

The Company has not conducted Life Cycle Assessment for its products and services.

- 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 and publishing newspapers and magazines. At this stage, the LCA of these business activities is not considered material to the Company. The environmental and social impacts will be identified once an LCA of our products is conducted.

- 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 mentioned elsewhere in this report, the Company endeavors to deliver waste materials (which cannot be reused or recycled internally) to vendors who sell the waste to recyclers. JPL strives to reuse the wastepaper generated during production activities by converting it into writing pads and using it in paper packaging to reduce the quantity of waste delivered to vendors. Regarding production wastage, we do not recycle paper/newsprint as it is directly purchased from vendors, and the finished product is delivered to the end user. Newsprint is both imported and purchased from Indian companies, with Indian manufacturers accounting for a higher percentage of the total newsprint purchased, which consists of recycled newsprint.

Indicate Input Material	Recycled or re-used input material to total material (in Metric Tonnes)	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Newsprint	51.16% of the total newsprint purchased was 100% recycled newsprint	66.42 % 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:**

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	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.**

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)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	3873	1319	34.0%	1319	34.0%	N.A.	N.A.	3873	100%	N.A.	N.A.
Female	195	74	37.9%	74	37.9%	195	100%	N.A.	N.A.	N.A.	N.A.
Total	4068	1393	34.2%	1393	34.2%	195	4.79%	3873	95.21%	N.A.	N.A.
Other than Permanent Employees											
Male	1954	400	20.4%	400	20.4%	N.A.	N.A.	1954	100%	N.A.	N.A.
Female	65	20	30.8%	20	30.8%	65	100%	N.A.	N.A.	N.A.	N.A.
Total	2019	420	20.8%	420	20.8%	65	3.22%	1954	96.78%	N.A.	N.A.

Note: The Company has provided a daycare facility to its employees at some offices. However, employees have not yet availed of the daycare facility.

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

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	711	278	39.1%	278	39.1%	N.A.	N.A.	711	100%	N.A.	N.A.
Female	1	1	100.0%	1	100.0%	1	100%	N.A.	N.A.	N.A.	N.A.
Total	712	279	39.2%	279	39.2%	1	0.14%	711	99.86%	N.A.	N.A.
Other than Permanent Workers											
Male	36	4	11.1%	4	11.1%	N.A.	N.A.	36	100%	N.A.	N.A.
Female	0	0	0	0	0	0	0	N.A.	N.A.	N.A.	N.A.
Total	36	4	11.1%	4	11.1%	0	0	36	100%	N.A.	N.A.

Note: The Company has provided a daycare facility to its workers at some offices. However, workers have not yet availed of the daycare facility.

1. c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company	0.13%	0.14%

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

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI*	100%	100%	Y	100%	100%	Y
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, in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. The Company has also taken measures to ensure that the workplace for these individuals is located on the ground floor and is equipped with 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.

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

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%	95.0%	100%	100%
Female	66.6%	66.6%	0*	0
Total	97.67%	93.0%	100%	100%

*NIL Maternity leaves

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.

Category	Yes/No	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes	At JPL, we are committed to providing a safe, conducive, and enabling work environment for our employees and workers. A Vigil Mechanism/Whistleblower Policy has been established for directors and employees to report their genuine concerns or grievances. Employees and workers can raise their concerns or grievances following the procedure outlined in these policies. The Vigil Mechanism offers adequate safeguards against the victimization of employees and directors who utilize it and allows for direct access to the Chairman of the Audit Committee. In the event of frivolous complaints filed by a director or an employee, the Chairman of the Audit Committee may take appropriate action against the concerned individual, including reprimand. The Company has policies related to Human Resources and the Prevention of Sexual Harassment (POSH), which foster a harassment-free work environment for employees and provide mechanisms for voicing concerns and resolving disputes. The mechanisms described in the aforementioned policies are accessible to both permanent and non-permanent employees and workers.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	



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

Category	FY 2023-24 Current Financial Year			FY 2022-23 (Previous Financial Year)		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent employees - Male - Female	NIL			NIL		
Total Permanent workers - Male - Female						

8. Details of training given to employees and workers

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	5827	24	0.41%	305	5.2%	5297	40	0.8%	273	5.2%
Female	260	56	22%	8	3.08%	236	0	-	11	4.7%
Total	6087	80	1.3%	313	5.1%	5533	40	0.72%	284	5.1%
Workers										
Male	747	The Company recognizes the importance of training and organizes various sessions to enhance safety and upgrade the skills of its workers. Although the training sessions for workers are not currently tracked, the Company is considering the implementation of a tracking system for this data in the future.								
Female	1									
Total	748									

Note: The tracking and record maintenance of employee attendance in trainings was not fully recorded in the database.

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	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)
Employees						
Male	5827	3379	58.0%	5297	3409	64%
Female	260	149	57.3%	236	153	65%
Total	6087	3528	58.0%	5533	3562	64%
Workers						
Male	747	643	86.1%	711	673	95%
Female	1	1	100.0%	1	1	100%
Total	748	644	86.1%	712	674	95%

* Performance and career development reviews are conducted for eligible employees, excluding new hires who will be evaluated in the next cycle.

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)	Yes, we have a designated Safety Committee, which is part of the Production Department and is headed by the 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 located in Kanpur.
a.1 What is the coverage of such system?	Additionally, fire extinguishers are maintained and ready for use in the event of an emergency. Most of our offices and printing centers are equipped with smoke detectors and fire alarm systems. Employees are informed about assembly points, and the floor plans of the premises are displayed at strategic locations. First-aid kits are well-maintained and readily available in case of medical emergencies.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	We proactively engage in hazard and risk identification and assessment. Daily pre-checks and maintenance check-ups are conducted on printing machinery, and forklift maintenance is performed at regular intervals as required.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)	Yes, we have the necessary systems in place to ensure that our employees' safety is not compromised. The Safety Committee meets at least once a month to address issues related to risks and hazards; additionally, a meeting is held weekly at each printing facility to address all types of concerns. Furthermore, corporate meetings are conducted monthly via a virtual platform to discuss and address concerns.
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, some units have opted for a Medclaim policy, and a few employees have voluntarily undertaken medical policies at the relevant units.

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

Safety Incident/Number	Category*	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
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	1**	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

*Including contractual workforce

** Plant worker's finger got injured while operating printing machine, treated and fully recovered.

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

The Company recognizes the importance of mental and physical well-being for all its employees and workers. We are committed to maintaining a safe and healthy workplace on our premises. Safety meetings are conducted monthly to address risks and hazards. Employees undergo safety training to ensure compliance with safety regulations. Additionally, we celebrate Safety Week to raise awareness and prevent incidents, aiming to maintain a zero-accident record. For further details, please refer to section 10(a) above.

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the Year	Pending resolution at the end of the year	Remarks	Filed during the Year	Pending resolution at the end of the year	Remarks
Working Conditions	0	-	-	0	-	-
Health & Safety	0	-	-	0	-	-



14. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	Internal teams conduct assessments of Health and Safety practices and working conditions at regular intervals. However, detailed records of these assessments have not been maintained. The Company recognizes the importance of documenting these assessments and will ensure that records are kept going forward. Additionally, the Company is considering the inclusion of assessments conducted by statutory authorities or third parties for its plants.
Working Conditions	

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.

N.A.

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 an Employee Deposit-Linked Insurance (EDLI) scheme in place, which provides term insurance for all permanent employees. Benefits such as provident fund and gratuity are settled on a priority basis in accordance with the 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 complies with the deduction of statutory dues from employees for income tax, provident fund, Employee State Insurance Corporation (ESIC), and other applicable contributions as required by law. Value chain partners, including vendors, are also encouraged to adhere to compliance 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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (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 training and organizes various sessions to facilitate the skill upgrading of employees. To assist retired employees, the Company may offer opportunities to work as consultants or reviewers, depending on the individual's position, role, and qualifications, to enable a smooth transition. To leverage the competencies of the employee, their service may be extended, if required, to a 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
Health and safety practices	As part of our sustainable sourcing initiative, we aim to assess vendors based on various parameters, including environmental, social, and ethical considerations. The Company works with trusted and reputable vendors and has a documented Supplier/Vendor Code of Conduct that applies to all suppliers. We maintain a zero-tolerance policy for any acts of violation or misconduct by such agencies in their interactions with the Company or any of its employees. JPL encourages its suppliers to foster an inclusive and supportive work environment and to embrace diversity in their workforce and in their subcontractor selection processes. Additionally, JPL expects its vendors to comply with all prevailing laws.
Working Conditions	

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.

N.A.

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 systematically identified its key internal and external stakeholders, prioritizing them based on their contributions to the Company's value chain and their importance to the organization. The primary stakeholder groups 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, whether they are the millions of readers, business partners, or the communities in which the Company operates.

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"> • Resolve any queries / grievance and customize the content to reflect the interest of our readers in each market. • Regular updates on launch/update of the product portfolio. • Information on various campaigns and awareness sessions.
Distribution agencies	No	Newspapers/Websites/ Advertisements/Emails	Daily	<ul style="list-style-type: none"> • Query Resolution & Grievance Redressal. • Distributor's performance assessment. • Addressing non-compliance issues.
Advertisers	No	Newspapers/Websites/ Advertisements/Emails	Daily	<ul style="list-style-type: none"> • Resolve any queries / grievance to understand changing market condition and provide innovative offerings. • Regular updates on launch/update of the product portfolio.
Vendors / Suppliers / Contractors of goods and services	No	Newspapers/Websites/ Advertisements/Emails	Daily	<ul style="list-style-type: none"> • Query Resolution & Grievance Redressal. • Supplier performance assessment. • Addressing non-compliance issues. • Signing / breach of contract.



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"> Employee engagement (fun at work / motivation / happiness / passion / wellbeing). Feedback & grievance redressal. Engagement for self-performance improvement and team productivity improvement. Diversity and Inclusion. Career and professional growth. Employee assistant program. Training programs and learning nuggets
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"> Assessment for CSR Projects & Grievance Redressal. Campaigns for promoting health care including preventive health care and sanitization.
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"> Understanding and adherence to local governance. Seeking clarifications and relaxation. Communicating challenges and providing recommendations.
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"> Resolve any queries received from investors. Showcase an overview of JPL's business performance, strengths, future strategy, etc.

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 established a Stakeholder Relationship Committee of the Board (SRC), which the Board has constituted to ensure the swift resolution of grievances and complaints from stakeholders and investors. Additionally, the Company has formed a Corporate Social Responsibility Committee tasked with identifying CSR activities that impact communities in the areas or subjects specified by Schedule VII of the Companies Act, 2013 and its Rules. The Risk Management Committee is also in place to pinpoint risk elements across various operational domains. The Board of Directors approves policies that guide the Company's risk management practices, which aim to mitigate the unpredictability of financial markets and minimize potential adverse effects on the Company's financial performance. The Board is duly informed of each committee's observations during their respective meetings.

Value Chain Partners are encouraged to communicate their complaints, grievances, or concerns directly to the head of the relevant department within the Company. Furthermore, a dedicated email ID is provided on the vendor purchase order, offering an additional channel for our value chain partners to express any grievances or concerns. The Company ensures that all employees have unrestricted access to the Chairman of the Audit Committee through the Vigil Mechanism. This mechanism allows Directors and Employees to report breaches of the Code of Conduct, including the Code of Conduct for Insider Trading, as well as unethical business practices, illegality, fraud, corruption, or the leak of unpublished price-sensitive information related to the Company, in the 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 includes a daily column on health and wellbeing, a youth-centric supplement focusing on job opportunities, and content specifically catering to the needs of women readers. Beyond content, the Company leverages its extensive reach to organize initiatives that embody these seven principles and have the potential to mobilize citizens and create a significant impact at the grassroots level. As a leading media company, JPL recognizes its responsibilities towards its readers and the citizens of the country. Accordingly, every word of editorial content produced across both print and digital media adheres to a strict Editorial Code, which is based on Saat Sarokaar.

For example, the Company receives concerns from society members via WhatsApp in Delhi and Noida, and follows up with regulatory authorities regarding these crucial issues. The Company also raises awareness through its campaigns and addresses societal grievances through its Prashn Pehar and Jagran Apke Dwar initiatives.

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 to engage with disadvantaged, vulnerable, and marginalized sections of society. Information about CSR initiatives is provided under Principle 8. For additional details on CSR expenditure, readers may refer to the Board’s Report, which is part of this Annual Report. These large-scale campaigns enable JPL to mobilize thousands of stakeholders and make a meaningful impact on the ground. Her Zindagi, our bilingual women-centric web portal, aims to cover diverse aspects of femininity while also motivating and educating women. The Company promotes education and health through its independent arms/charitable trusts, which are supported 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 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	4068	915	22.49%	4,092	981	24.00%
Other than permanent	2019	64	3.17%	1,441	67	4.60%
Total Employees	6087	979	16.08%	5,533	1,048	18.90%
Workers						
Permanent	712	129	18.12%	694	154	22.20%
Other than permanent	36	0	0.0%	18	2	11.10%
Total Workers	748	129	18.12%	712	156	21.90%

Note: The tracking and record maintenance of employee attendance in trainings was not fully recorded in the database.



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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum wage		Total (D)	Equal to Minimum Wage		More than Minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
- Male	3873	0	0%	3873	100%	3,901	0		3901	100%
- Female	195	0	0%	195	100%	191	0		191	100%
Other than Permanent										
- Male	1954	0	0%	1954	100%	-	-	-	-	-
- Female	65	0	0%	65	100%	-	-	-	-	-
Workers										
Permanent										
Male	711	0	0%	711	100%	693	0		693	100%
Female	1	0	0%	1	100%	1	0		1	100%
Other than Permanent										
Male	36	0	0%	36	100%	-	-	-	-	-
Female	0	0	0%	0	100%	-	-	-	-	-

3. Details of remuneration/salary/wages:

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	17	240.8	1	Note 2
Key Managerial Personnel	7	240.8	0	-
Employees other than BoD and KMP	5,825	2.7	260	3.3
Workers	747	2.6	1	4.6

Note:

- 1) The Key Managerial Personnel (KMP) include the Whole-time Directors, Chief Financial Officer, and Company Secretary as defined under Section 203(1) of the Companies Act, 2013. Consequently, the KMP also encompass six members of the Board of Directors.
- 2) The sitting fees for Non-Executive Directors (NED)/independent directors are not considered in the median remuneration calculation for the Board of Directors (BoD). Non-Executive Directors, namely Mr. Mahendra Mohan Gupta, Mr. Devendra Mohan Gupta, and Mr. Shailendra Mohan Gupta, as well as Non-Executive Independent Director Mr. Shashidhar Sinha, have voluntarily waived their sitting fees for the meetings.
- 3) Remuneration includes salary and perquisites but excludes contributions to the provident fund and its perquisites, gratuity, and encashment of leave, in accordance with the Company's rules.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	5%	5%*

*Only permanent employees considered

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)

Mr. Sandeep Gupta, Whole-time Director of the Company and head of BRSR, in collaboration with the executive directors, is jointly responsible for overseeing and addressing any human rights issues the business causes or contributes to.

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

The Jagran family is comprised of talented and inspired professionals who contribute to the Company's vision and success. The Company recognizes that its business success, work quality, and brand perception depend on the abilities and commitment of its employees. Furthermore, the Company strives to provide a safe, fair, and discrimination-free work environment.

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

The Company has policies relating to Human Resources and the Prevention of Sexual Harassment (POSH), which promote a free, fair, and discrimination-free working environment for employees. These policies provide a mechanism for raising concerns and resolving disputes. The policy covers complaints of sexual harassment not only in the workplace but also at any location visited by the employee arising out of or during the course of employment, including transportation provided by the employer for such journeys.

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 Company's intranet and is accessible to all employees.

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

Topic	Current FY 2023-24 (Current Financial Year)			FY 2022-23 (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 Discrimination at workplace Child Labour Forced Labour/Involuntary Labour Wages Other human rights related issues						NIL

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, prohibition and Redressal) Act, 2013, in the following format:

Description	FY 24 Current Financial Year	FY 23 Previous Financial Year
Total Complaints reported under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees/workers	0%	0%
Complaints on POSH upheld	N.A.	N.A.

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

The Company has established Human Resources and Prevention of Sexual Harassment (POSH) policies that foster a free, fair, and discrimination-free work environment for all employees. These policies provide mechanisms for reporting concerns and resolving disputes, encompassing not only the workplace but also any location visited by an employee in connection with their employment, including employer-provided transportation. The policies also emphasize strict confidentiality provisions. Additionally, the Company maintains an Internal Complaints Committee (ICC) in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013.

The Company is committed to ethical conduct in all business activities and adheres to the highest standards of corporate governance. A system is in place that allows Directors and Employees to report violations of the Code of Conduct, unethical business practices, illegal activities, fraud, corruption, and the leakage of unpublished price-sensitive information without fear of retaliation. The system also ensures that employees are protected from victimization.



9. 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 in their employment practices as well as in their decisions to select subcontractors. This expectation is reflected in our Supplier/ Vendor Code of Conduct. JPL also expects its vendors to comply with all extant laws.

10. Assessments of the Year

Topic	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	The Company recognizes that the success of its business, the quality of its work, and the perception of its brand depend on the ability and commitment of its employees. Human rights practices, such as the prevention of child labor and forced or involuntary labor, are carefully considered during the hiring process.
Forced/ involuntary labour	
Sexual harassment	
Discrimination at workplace	The Company has policies related to Human Resources and the Prevention of Sexual Harassment (POSH), which promote a free, fair, and discrimination-free working environment for employees and provide mechanisms for raising concerns and resolving disputes.
Wages	Although no statutory assessments were conducted, sample assessments by the Company's internal auditors were carried out, and no instances of non-compliance were reported.
Others - Please specify	

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

N.A.

Leadership Indicators

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

N.A., as the Company has not received any grievance/complaint.

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

Please refer response to Question number 10 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, in compliance with the Rights of Persons with Disabilities Act, 2016. Additionally, to accommodate their needs, visitor rooms are available on the ground floor and feature 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
Sexual Harassment	The Company has a documented Supplier/Vendor Code of Conduct that applies to all suppliers and maintains a zero-tolerance policy for any acts of violation or misconduct by such entities in their dealings with the Company or with any of its employees. JPL encourages suppliers to foster an inclusive and supportive working environment and to embrace diversity in their workforce as well as in their choice of subcontractors. We are currently in the process of selecting the assessment criteria for value chain partners.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others - Please Specify	

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

N.A.

PRINCIPLE 6:

Businesses should respect and make efforts to protect and restore the environment.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From Renewable Source		
Total electricity consumption (A)	588.8 (GJ)**	149.5 (GJ)
Total Fuel Consumption (B)	-	-
Energy Consumption through other sources (C)	-	-
Total Energy consumption (A+B+C)	588.8 (GJ)	149.5 (GJ)
From Non-renewable Sources		
Total electricity consumption (D)	68,208.5 (GJ)	66,094 (GJ)
Total fuel consumption (E)	14,932.3 (GJ)	11,685.8 (GJ)
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	83140.80 (GJ)	77779.80 (GJ)
Total energy consumed (A+B+C+D+E+F)	83729.60 (GJ)	77929.30 (GJ)
Energy intensity per rupee of turnover (Total energy consumption / Revenue from operations)	51.03 (GJ per Crores)	48.9 (GJ per Crores)
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	1143.15	1083.93
Energy intensity in terms of physical output	0.004*	0.004
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

* Energy intensity in terms of physical output is calculated by dividing total energy consumption in GJ to total production

** Renewable energy consumption is from two fully functional solar panels installed in Kanpur and Agra locations. In Agra it is newly setup and consumption started from the month of Dec 2023.

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.

N.A.

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 or 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 that must remain equitably available for businesses, communities, and the natural ecosystem to thrive. JPL recognizes its deep responsibility for the efficient use of water and, therefore, consistently implements practices to judiciously manage water for human consumption and operational needs.

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface Water	-	-
(ii) Groundwater	26,486	23,943
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	26,486	23,943
Total volume of water consumption (in kilolitres)	15,891	14,366
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	9.68	9
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	216.95	199.8
Water intensity in terms of physical output	0.0008	0.0007
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

* Water intensity in terms of physical output is calculated by dividing total water consumption in KL to total production.



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.

N.A.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
To Surface Water		
(i) No treatment	-	-
(ii) with treatment - please specify the level of treatment	-	-
To Ground water		
(i) No treatment	2,393.4	2,154.5
(ii) with treatment - please specify the level of treatment	8,201.2	7,422.8
To Seawater		
(i) No treatment	-	-
(ii) with treatment - please specify the level of treatment	-	-
Sent to third Parties		
(i) No treatment	-	-
(ii) with treatment - please specify the level of treatment	-	-
Others		
(i) No treatment	-	-
(ii) with treatment - please specify the level of treatment	-	-
Total water Discharged (in Kilolitres)	10,594.6	9,577.3

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

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

Yes, we have Effluent Treatment Plants (ETP) installed at our facilities located in Kanpur, Noida, Lucknow, Agra, Varanasi, Prayagraj, Patna, Bhagalpur, Indore, Haldwani, Dehradun, and Meerut. The installation of ETP plants is underway in Jalandhar and Ranchi. The treated water is then reused and recycled for purposes such as gardening, flushing, and cleaning, or it is returned to the earth for recharge when appropriate. The Company has plans to install ETP plants at all printing facilities.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	Kg	1,850.6 ⁽¹⁾	1,744.2
Sox	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify (CO)	Kg	161.2	130.8

⁽¹⁾ Air emissions from diesel generator (DG) sets at our printing presses are being tracked, although a formal calculation system is still in development. Currently, emissions are estimated based on assumptions aligned with Scope 1 emissions.

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. N.A.

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

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,535.48	1,244.9
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	13,565.93	13,035.2
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		9.20	8.96
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		206.17	198.62
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.0007	0.0007
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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.

N.A.

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

JPL has begun investing in renewable energy projects, such as solar rooftop installations. The Company has successfully installed solar panels at its Kanpur, Agra and Noida locations, and is in the process of installing solar panels at its Lucknow, Patna and Varanasi locations.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	13.8	7.6
E-Waste (B)	0.65	1.8
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery Waste (E)	0	0
Radioactive waste (F)	N.A.	N.A.
Other Hazardous waste. Please specify, if any (G)	N.A.	N.A.
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)		
Aluminium Scrap	711.2	726.1
Cable (Aluminium / Copper)	0	0
Iron	41.5	14.2
Mobile Oil	0.81	2.2
Office Waste	320.3	256.81
Packing Tape	2.9	2.7
Paper	2,037.5	2,066.9
Printing Waste	2,083.0	2,057.3
Scrap Bearing	1.07	0.3
Scrap Gutka	6.7	7
Tin	1.05	4.7
Tyre	0	0
Wood	0.12	0.2
Total (A+B + C + D + E + F + G + H)	5220.60	5147.81



Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Waste intensity per rupee of turnover (Total Waste generated / Revenue from operations)	3.2	3.2
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste generated / Revenue from operations adjusted for PPP)	71.27	71.60
Waste intensity in terms of physical output	0.0002	0.0002
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations		
Total		
	While the Company endeavours to deliver waste materials that cannot be reused or recycled internally to vendors who sell the waste to recyclers, JPL also makes efforts to re-use the wastepaper generated during production activities. By transforming this wastepaper into writing pads and paper packaging, the Company aims to reduce the quantity of waste delivered to the vendors.	
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

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

N.A.

10. 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 Company generates minimal hazardous and toxic waste.

A minimal quantity of e-waste has been generated in the reporting year, and the Company has engaged a certified, government-approved third-party e-waste handler to safely dispose of it. Non-hazardous waste, such as metal scrap, is sold directly to local vendors.

In addition to the aforementioned waste disposal practices, the Company has implemented operational control measures to efficiently utilize limited resources and establish wastage norms for each plant. Wastage at each plant is closely monitored to ensure it remains within permissible limits.

11. 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:

N.A.

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

N.A.

13. 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 generally complies with the applicable environmental laws, regulations, and guidelines in India.

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

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

(i) Name of the area

S. No.	Area Name	City/Town	State
1	Panki Industrial Area	Kanpur	Uttar Pradesh
2	UPSIDC, Sikandra	Agra City	Uttar Pradesh
3	Tala Nagri Industrial Area	Aligarh	Uttar Pradesh
4	Pilibhit Bypass Road	Bareilly	Uttar Pradesh
5	Harthala	Moradabad	Uttar Pradesh
6	Nadesar	Varanasi	Uttar Pradesh
7	Naini	Allahabad	Uttar Pradesh
8	Noida	Noida	Uttar Pradesh
9	Huda	Panipat	Haryana
10	Muzaffarpur	Muzaffarpur	Bihar
11	Rangwasa (Rau)	Indore	Madhya Pradesh
12	Bhanpuri	Raipur	Chhattisgarh
13	Adhartal	Jabalpur	Madhya Pradesh

(ii) Nature of operations

Manufacturing

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	10,006.5	8,910.1
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	10,006.5	8,910.1
Total volume of water consumption (in kilolitres)	6,003.9	5,346.1
Water intensity per rupee of turnover (Water consumed / turnover)	3.65	3.35
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
-No treatment	781.8	681.6
-With treatment – please specify level of treatment	3,220.8	2,882.4
(iii) Into 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	-	-
Total water discharged (in kilolitres)	4,002.6	3,564

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.

N.A.



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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Not measured	Not measured
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Given the nature of the business, the Company generates minimal Scope 3 emissions, hence they are not measured.

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. N.A.

3. 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 or offices in or around ecologically sensitive areas—such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones, etc.—where environmental approvals or clearances are required.

4. 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 to protect the environment and make optimal use of natural resources. Its Environment Policy outlines a commitment to operating in accordance with applicable environmental laws and to the optimal utilization of natural resources. Although the Policy does not currently extend to external stakeholders, including suppliers, contractors, NGOs, etc., the Company maintains a zero-tolerance stance on any hazardous activities and encourages these stakeholders to actively contribute to creating a better environment. The Company has undertaken several initiatives across its operations in areas such as energy efficiency, emissions management, and water management. JPL is addressing climate change issues by improving process efficiency and implementing energy-saving measures. For instance, the Company has adopted 'Vio-Green Plate Technology' (waterless chemistry) to conserve water, installed various water harvesting structures, energy-efficient air conditioners with star ratings, solar panels at the Kanpur plant, and LED lights to reduce energy consumption. Additionally, two principles of the Company's editorial content policy are dedicated to the environment and water conservation. Through daily publications and content centered on these themes, the Company strives to educate and empower its readers to become more knowledgeable about environmental challenges and to actively participate in addressing these issues.

Sr. No.	Initiatives 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 installed ETP plants in our facilities located in Kanpur, Noida, Lucknow, Agra, Varanasi, Prayagraj, Patna, Bhagalpur, Indore, Haldwani, Dehradun, and Meerut. Installation of ETP plants is underway in Jalandhar and Ranchi. The treated water is then reused and recycled for gardening, flushing, cleaning, or returned to the earth for recharge, as appropriate. The Company plans to install ETP plants across all printing facilities.	The reuse of wastewater for non-potable purposes, such as gardening, cleaning, and flushing, ultimately reduces the withdrawal of fresh water.
2	Vio-Green Plate Technology	The Company has been addressing climate change issues by improving process efficiency and initiating energy-saving measures. One such initiative is the use of 'Vio-Green Plate Technology' (waterless chemistry) to reduce water consumption during the printing process. This technology has led to a reduction in water consumption of 2.5 liters per square meter of plate area. The total number of half plates and full plates used in the reporting year is 28.9 Lakhs, resulting in a total reduction of 22 Lakh liters of water consumption.	This practice saves water at the installed facilities, ultimately reducing fresh water withdrawal by 22 Lakh litres.
3	Installed Star-Rated systems & Renewable energy	The Company has been investing in various energy-saving renewable energy projects, such as the installation of star-rated systems and solar rooftop projects. JPL has installed efficient air conditioners and LED lights in office facilities. Lighting is used in all major facilities, including workspaces, canteens, and parking spaces. The capital expenditure investment in replacing conventional lighting with LED lights has resulted in savings in absolute energy consumption. The Company has successfully installed solar panels at its Kanpur, Agra and Noida locations, and is in the process of installing solar panels at its Lucknow, Patna and Varanasi locations.	The use of efficient air conditioners and LED lights contributes to energy savings, while the generation of renewable energy further enhances our sustainability efforts

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

The Company has established a business continuity and disaster management plan. In the event of a disturbance or breakdown, we have arranged for the printing of papers at nearby plants to ensure that our business continuity remains unaffected. As part of our disaster management strategy, we perform daily backups of applications to prevent such issues. Should any IT-related problems arise, we have plans in place to initiate recovery functions promptly, allowing business activities to continue without loss.

The Company has consistently maintained uninterrupted business operations and continuity, thanks in large part to the pioneering efforts of our employees. Their dedication has preserved the Company's tradition of prioritizing consumer interests. The pandemic has further demonstrated our capability to sustain operations during prolonged periods of crisis and disruption.

6. 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 by any value chain partners. JPL has established a documented Supplier/ Vendor Code of Conduct for suppliers, outlining guidelines related to health, safety, environment, and quality. Suppliers are expected to ensure a safe and healthy working environment, provide safe and healthy company living quarters where applicable, and operate in an environmentally responsible and efficient manner.

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

The Company has a documented Supplier/Vendor Code of Conduct applicable to suppliers and maintains a zero-tolerance policy for any acts of violation or misconduct by such entities during their dealings with the Company or with any of its employees. JPL encourages suppliers to foster an inclusive and supportive working environment and to embrace diversity in their workforce as well as in their decisions to select subcontractors. We are currently in the process of selecting the assessment criteria 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.

1. 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 anticompetitive 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 a responsible manner to advocate for public and regulatory policies that advance the industry and serve the public good. The Company's Editorial Policy ensures balanced, unbiased, responsible, and truthful reporting. Additionally, as a news publication, the Company has always strived to publish content that readers have a right to know. In its published content, it has always endeavoured to strike a balance between news and views, thereby attempting to educate readers and make a difference. As a media company, we interact with government and 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.

N.A.

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

N.A.

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

At JPL, there are teams that work closely with the communities and connect with the program participants on a regular basis throughout the project cycle. This approach facilitates the establishment of strong communication lines and enables swift addressing of any grievances through a dedicated SPOC (Single Point of Contact). Moreover, regular monitoring visits are conducted by various stakeholders associated with these programs to ensure impartiality and complete fairness. Details of CSR programs are mentioned elsewhere in the report.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	4.26%	3.30%
Sourced directly from within India	80.84%	79.07%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost.

Location	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	0.0%	0.0%
Semi-urban	2.0%	10.0%
Urban	25.0%	37.0%
Metropolitan	73.0%	53.0%

Note – Classification of Locations is done on the basis of its population provided by Reserve bank of India source: Reserve Bank of India - Database (rbi.org.in)

Percentage are rounded off.

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):

N.A.

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, believes in equal and fair opportunities for all vendors, including those who are marginalized or vulnerable. The Company does not differentiate or discriminate while selecting its vendors. The Company has developed a trusted relationship with local vendors and collaborates with them to develop quality products that meet both its own and industry needs, thereby enabling local vendors to grow their businesses. Additionally, the Company engages with local businesses to generate productive employment by hiring talent from nearby locations for services such as printing, waste handling, housekeeping, logistics, machinery, and other business operations, as well as for material procurement.

Presently, there is no preferential policy in place to give preference to purchases from suppliers comprising marginalized or vulnerable groups. However, as stated above, the Company recognizes the importance of such purchases and may consider implementing such a policy in the future.

3. b. From which marginalized /vulnerable groups do you procure?

N.A.

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

N.A.

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:

N.A.

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

N.A.

6. Details of beneficiaries of CSR Projects:

We have been persistently exploring novel opportunities and possibilities through sustainable programs and projects for our CSR activities. Our goal is to create a larger social impact and bring about positive changes in the lives of the community, while integrating social and environmental concerns into our business operations. The Company also leverages its massive reach to organize initiatives that embody the 'Saat Sarokar' principles, with the potential to mobilize citizens and generate ground-level impact.

Details of CSR Projects for financial year 2023-24:

S. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Promoting education by way of contribution to Shri Pura Chandra Gupta Smarak Trust for establishment, expansion, administration and maintenance of academic institutions	around 13,000	Not Measured

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

- **The Bird Song:** At Dainik Jagran, we launched 'The Bird Song' campaign to encourage readers to feed birds, marking a shift in our relationship with nature and the non-human world. We aimed to foster a sense of responsibility and respect for non-human life and habitats, providing information to bird feeders who want to do the right thing.
- **Mental and Physical Health Awareness Campaign:** Our awareness campaign continued to focus on physical and mental health, covering topics such as heart health, diabetes, mental health issues, stress alleviation, blood pressure, and obesity, with an emphasis on preventive healthcare.
- **Jagran Arpan:** 'Jagran Arpan' is a winter campaign that encourages people to donate warm clothes to the homeless and those in need.
- **Jagran Sanskarshala:** Our 'Jagran Sanskarshala' campaign promoted energy literacy, highlighting the urgent need for collective action to address climate change. The campaign featured a Carbon Footprint mapping exercise with over 257,357 respondents, providing 12.35 million data points. We identified four consumer clusters—Leaders, Followers, Fence Sitters, and Apathetic—to understand energy literacy challenges.
- **Hindi Hai Hum:** Through 'Hindi Hai Hum,' we aim to promote the Hindi language and expand its market. We believe that pride and celebration of one's language keep it alive. The campaign included 'Samwadi,' a festival of expressions held in six cities, the relaunch of our Hindi Best Seller lists, and a series of discussions with prominent Hindi literary figures.

For details on the print and digital campaigns undertaken by the Company during the financial year, please refer to the Annual Report.

Jagran is also cognizant of the environmental impact of its operations and undertakes several initiatives to minimise the same. The details of these initiatives are included under Principle 6.

**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.**

Complaints from stakeholders, including suppliers, customers, and contractors, are directed to the relevant department heads and are addressed individually based on urgency. In addition to the Sales Feedback Form for our printing business, customers can contact various company officials using the contact details provided on the corporate website of the Company at https://jplcorp.in/new/Contact_Us.aspx. Customers can also reach out to company officials through the contact information available on various digital portals maintained by the Company.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:
N.A.**3. Number of consumer complaints in respect of the following:**

Topics	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Received during the Year	Pending resolution at end of year	Remarks	Received during the Year	Pending resolution at end of year	Remarks
Data Privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

	Number	Reasons for recall
Voluntary recalls	0	N.A.
Forced recalls	0	N.A.

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

Yes, the Company has established a cyber security and data privacy policy that considers the safety of customer information to be a critical aspect. The Risk Management Committee, constituted by the Board, is responsible for monitoring and reviewing risk mitigation strategies associated with cyber security. The cyber security and data privacy policy sets a clear corporate direction and demonstrates the Company's support for and commitment to information security throughout its operations. This policy is available on the intranet portal, JConnect, and is communicated on a need-to-know basis. The cyber security framework is also reviewed by the internal auditors on an annual basis and findings thereon are reported to the Audit Committee.

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 were no complaints, there was no need for any corrective action.

7. Provide the following information relating to data breaches:**a. Number of instances of data breaches**

NIL

b. Percentage of data breaches involving personally identifiable information of customers

N.A.

c. Impact, if any, of the data breaches

N.A.

Leadership Indicators

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

Corporate information is available at www.jplcorp.in. Additionally, details about the individual business verticals maintained by the Company can be accessed through their respective websites, as listed in the Annual Report.

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

Not applicable, as the majority of revenue comes from newspapers/magazines (which are generally disposed off by end customers and are mostly recycled) and digital advertisements.

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

N.A.

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.

N.A.

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)

Surveys are conducted with customers at regular intervals. The Product Sales and Marketing Team (PSM Team) generates a sales survey form to record customer feedback.