

# JINDAL DRILLING & INDUSTRIES LTD.

**INTERIM CORPORATE OFFICE** : PLOT NO.106, SECTOR-44, GURGAON-122 002 HARYANA (INDIA)  
TEL : +91-124-4624000, 2574326, 2575626 • FAX : +91-124-2574327  
E-mail : contacts@jindaldrilling.in Website : www.jindal.com  
CIN : L27201MH1983PLC233813

**CORPORATE OFFICE** : PLOT NO. 30, INSTITUTIONAL SECTOR-44, GURGAON-122 002 HARYANA (INDIA)

## E-Communication

**JDIL/SECT/2024-25**

**6<sup>th</sup> August, 2024**

**BSE Limited**  
25th Floor, P.J. Towers,  
Dalal Street, Mumbai-400 001  
**Security Code: 511034**

**National Stock Exchange of India Limited**  
Exchange Plaza, C-1, Block-G  
Bandra-Kurla Complex, Bandra (E),  
Mumbai – 400 051  
**Security Code: JINDRILL**

**Sub: Business Responsibility and Sustainability Report for the financial year 2023-24**

Dear Sir/Madam,

Pursuant to the Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find attached herewith Business Responsibility and Sustainability Report for the financial year 2023-24.

The Business Responsibility and Sustainability Report forms an integral part of the Annual Report for the financial year 2023-24, which can also be accessed at the Company's website at [www.jindal.com](http://www.jindal.com).

You are requested to kindly take the same on record.

Thanking you,  
Yours faithfully,

**For Jindal Drilling And Industries Limited**

**Binaya Kumar Dash**  
**Company Secretary**

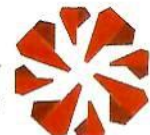
Encl. : As stated above

**JINDAL**  
DRILLING & INDUSTRIES LTD.

**OPERATIONS OFFICE** : 3RD FLOOR, KESHAVA BUILDING, BANDRA - KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051  
TEL : +91-22-26592889, 26592892, 26592894 • FAX : +91-22-26592630

**REGD. OFFICE** : PIPE NAGAR, VILLAGE- SUKELI , N.H. 17, B.K.G. ROAD, TALUKA ROHA, DISTT. RAIGAD - 402126 ( MAHARASHTRA )  
TEL : +91-02194-238511, 238512, 238567, 238569 • FAX : +91-02194-238513

**MEMBER** : INTERNATIONAL ASSOCIATION OF DRILLING CONTRACTORS, HOUSTON, TEXAS, USA



**IADC**  
MEMBER

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

### SECTION A: GENERAL DISCLOSURES:

#### I. Details of the Listed Entity:

1.	Corporate Identity Number	L27201MH1983PLC233813
2.	Name of the Listed Entity	Jindal Drilling And Industries Limited ["JDIL/Company"]
3.	Year of incorporation	1983
4.	Registered office address	Pipe Nagar, Village Sukeli, N.H. 17, B.K.G Road, Taluka Roha, District Raigad – 402126, Maharashtra
5.	Corporate address	<b>Corporate Office:</b> Plot No. 30, Institutional Sector 44, Gurugram – 122002, Haryana <b>Interim Corporate Office:</b> Plot No. 106, Institutional Sector 44, Gurugram – 122 002, Haryana
6.	E-mail	secretarial@jindaldrilling.in
7.	Telephone	+91-124-2574327
8.	Website	www.jindal.com
9.	Financial year for which reporting is being done	01 April, 2023 to 31 March, 2024
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited BSE Limited
11.	Paid-up Capital	Rs. 14,49,05,520
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR Report	MR. Binaya Kumar Dash Company Secretary +91-124-2574327 secretarial@jindaldrilling.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis [i.e. only for the entity] or on a consolidated basis [i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together].	Standalone basis

#### II. Products/services:

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Drilling Services	Providing drilling solution to companies engaged in business of exploration of oil & gas	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Drilling Services	06101	100%

#### III. Operations:

##### 16. Number of locations where plants/ operating units and/or operations/offices of the entity are situated:

Location	Number of plants/ Operating Units	Number of offices	Total
National	16	6	22
International	1	-	1

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

Locations	Number
National [No. of States]	5
International [No. of Countries]	NIL

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

NIL

**c. A brief on types of customers:**

Customers comprise of companies engaged in major oil &amp; gas producers, public sector undertaking etc.

**IV. Employees**
**18. Details as at the end of Financial Year:**
**a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	524	513	97.9	11	2.1
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	524	513	97.9	11	2.1
<b>WORKERS</b>						
4.	Permanent (F)	125	125	100	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	125	125	100	-	-

**b. Differently abled Employees and workers:**

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

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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14.28%
Key Management Personnel *	3	0	0

**20. Turnover rate for permanent employees and workers:**

*[Disclose trends for the past 3 years]*

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	19.34	0.15	19.49	19.81	0.30	20.11	16.25	0.30	16.55
<b>Permanent Workers</b>	1.08	0	1.08	2.47	0	2.47	2.78	0	2.78

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

**21. (a) Names of holding / subsidiary / associate companies / joint ventures:**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether 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	Discovery Drilling Pte. Ltd.	Associate	49.00	No
2	Virtue Drilling Pte. Ltd.	Associate	49.00	No

**VI. CSR Details:**

**22.**

(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
(ii)	Turnover [in Rs]	6,17,00,61,207
(iii)	Net worth [in Rs]	11,77,03,03,728

**VII. Transparency and Disclosures Compliances:**

**23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	2023-24			2022-23		
		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 <a href="https://www.jindal.com/jdil/pdf/Vigil-Mechanism-JDIL.pdf">https://www.jindal.com/jdil/pdf/Vigil-Mechanism-JDIL.pdf</a>	-	-	-	-	-	-
Investors (other than shareholders)		-	-	-	-	-	-
Shareholders		2	-	-	-	-	-
Employees and workers		-	-	-	-	-	-
Customers		-	-	-	-	-	-
Value Chain Partners		-	-	-	-	-	-
Other (please specify)		-	-	-	-	-	-

**24. Overview of the entity’s material responsible business conduct issues:**

The 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 under:

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.	Service Exploration	Opportunity	Rapidly growing economy and emphasis on import substitution through 'Atmanirbhar Bharat' presents significant opportunity	NA	Positive. Development of the right strategy on service exploration and quality will impact our business in a positive manner.
2.	Customer satisfaction	Opportunity	Customer satisfaction leads the path for market development, market penetration and getting value to the customers thereby resulting in gains for the company.	NA	Positive. Increased customer satisfaction presents immense positive implication in terms of repeat contract and market expansion.
3.	Corporate Governance – Board oversight, Conflict of Interest, Ethics, Risk and Compliance.	Risk	Effective compliance is core to achieving the organisation’s mission and goals.	Suitable corporate governance policy is in place.	Negative. The impact of non-compliance can lead to financial loss and reputation damage.

**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 National Guidelines on Responsible Business Conduct” (NGRBCs), Principles and Core Elements.

P1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

P2 Businesses should provide goods and services in a manner that is sustainable and safe.

P3 Businesses should respect and promote the well-being of all employees, including those in their value chains.

P4 Businesses should respect the interests of and be responsive to all its stakeholders.

P5 Businesses should respect and promote human rights.

P6 Businesses should respect and make efforts to protect and restore the environment.

P7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

P8 Businesses should promote inclusive growth and equitable development.

P9 Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>b. Has the policy been approved by the Board? (Yes/No)</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>c. Web Link of the Policies, if available</b>	The Policies are available on the Company’s website.								
<b>2. Whether the entity has translated the policy into procedures. (Yes / No)</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y

<b>3. Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	N	N	N	N	N	N	N	N	N	N								
<b>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.</b>	JDIL's Business Responsibility Policy is based on National Voluntary Guidelines on Social, Environmental standards and Economic Responsibilities of Business as released by Ministry of Corporate Affairs, Government of India																	
<b>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.								
<b>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b>	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.								
<b>Governance, leadership and oversight</b>																		
<b>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements:</b>																		
<p>JDIL is in its process of visualizing a promising future, has been undertaking efforts to align and integrate its goals with the Environment, Social and Governance [ESG] aspects of business and to build innovative business models. The Company endeavors to address a majority of the Sustainable Development Goals [SDGs] aimed at building economic capital, ensuring environmental integrity, enabling economic development and building social capital.</p> <p>The Company's CSR Policies outline the Company's philosophy &amp; the mechanism for undertaking socially useful programmes for welfare &amp; sustainable development of the community at large as part of its duty as responsible corporate citizen.</p>																		
<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy (ies).</b>	Board of Directors																	
<b>9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.</b>	Currently the Company does not have a dedicated Board - level leadership for sustainability related issues. However, the CSR Committee looks into the broader aspects of ESG under the guidance of the Board.																	
<b>10. Details of Review of NGRBCs by the Company:</b>																		
<b>Subject for Review</b>	<b>Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee</b>								<b>Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)</b>									
	<b>P 1</b>	<b>P 2</b>	<b>P 3</b>	<b>P 4</b>	<b>P 5</b>	<b>P 6</b>	<b>P 7</b>	<b>P 8</b>	<b>P 9</b>	<b>P 1</b>	<b>P 2</b>	<b>P 3</b>	<b>P 4</b>	<b>P 5</b>	<b>P 6</b>	<b>P 7</b>	<b>P 8</b>	<b>P 9</b>
Performance against above policies and follow up action	The board shall review performance from time to time.								The frequency of the review shall be on need to review basis.									
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Board of Directors reviews the Statutory Compliances on applicable laws.								The Company complies with all applicable regulations currently in effect.									
<b>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.</b>	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	The Company conducts review of the policies internally by the Senior Management and Committees which then drives the policies, projects and performance of the aspects of business responsibility and sustainability.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business [Yes/No]	<b>Not applicable</b>								
The entity does not have the financial or/human and technical resources available for the task [Yes/No]									
It is planned to be done in the next financial year [Yes/No]									
Any other reason [please specify]									

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

**PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**
**Essential Indicators**
**1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:**

Segment	Total number of training And awareness programmes held	Topics principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
<b>Board of Directors</b>	1	During the financial year, the Board of Directors and KMPs were familiarized and updated on topics like ESG, Human Rights, Ethical business conduct through various awareness programmes as and when required. Percentage – 100%	
<b>Key Managerial Personnel</b>	1	The Company periodically updates and familiarizes employees on the Company’s Code of Conduct which covers aspects such as Corporate Governance & Good Corporate Citizenship. Percentage – 100%	
<b>Employees other than BOD and KMPs</b>	1		
<b>Workers</b>	1	The Company periodically updates and familiarizes employees on health and safety. Percentage – 100%	

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? [Yes/No]
Penalty/ Fine	-	-	-	-	N.A.
Settlement	-	-	-	-	N.A.
Compounding fee	-	-	-	-	N.A.

<b>Non-Monetary</b>				
	<b>NGRBC Principle</b>	<b>Name of the regulatory/ enforcement agencies/ judicial institutions</b>	<b>Brief of the Case</b>	<b>Has an appeal been preferred? (Yes/No)</b>
Imprisonment	-	-	-	N.A.
Punishment	-	-	-	N.A.

**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.**

<b>Case Details</b>	<b>Name of the regulatory / enforcement agencies / judicial institutions</b>
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 does not have any specific anti-corruption or anti-bribery policy, however the Company has code of conduct for its Directors, KMP's and Senior Managerial Personnel. The Company's employees also abide by the code of conduct, which prohibits corrupt and unfair practices.

The Company firmly believes that all the employees shall uphold the principles mentioned in the policy and fulfill their responsibilities with the utmost faith, discretion, and care, upholding the highest standards of honesty, integrity, and fairness.

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

NIL

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

	<b>FY 2023-24</b>		<b>FY 2022-23</b>	
	<b>Number</b>	<b>Remarks</b>	<b>Number</b>	<b>Remarks</b>
No. of complaints received in relation to issues of Conflict of Interest of the :	Nil	Nil	Nil	Nil
Directors:	Nil	Nil	Nil	Nil
KMP's:	Nil	Nil	Nil	Nil

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

Not Applicable

**8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:**

	<b>FY 2023-24</b>	<b>FY 2022-23</b>
Number of days of accounts payable	50	58

**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, in the following format: (₹ in Lakhs)

<b>Parameter</b>	<b>Metrics</b>	<b>FY 2023-24</b>	<b>FY 2022-23</b>
Concentration of Purchases	Purchases from trading houses as % of total purchases	-	-
	Number of trading houses where purchases are made from	-	-
	Purchases from top 10 trading houses as % of total purchases from trading houses	-	-



Concentration of Sales	Sales to dealers/distributors as % of total sales	No such sale	No such sale
	Number of dealers / distributors to whom sales are made	Nil	Nil
	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Nil	Nil
Share of RPTs in	Purchases [Purchases with related parties / Total Purchases]*	11,816.54	12,332.65
	Sales [Sales to related parties / Total Sales]	Nil	Nil
	Loans & advances [Loans & advances given to related parties/Total loans & advances]	2,7613.36	13,510.84
	Investments [Investments in related parties / Total Investments made]	18,659.38	18,659.38

\* Purchase includes rig charter higher charges.

## **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.**

Not Applicable

#### **2. a. Does the entity have procedures in place for sustainable sourcing?**

Yes, the company has developed a process for selection of suppliers and third parties based on parameters like environment, health and safety policy, ISO Certification, legal compliance etc.

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

Nil The company is yet to categorized its sustainability sourced input materials.

#### **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.**

- Plastics (including packaging) waste generated on board are collected, segregated and sent to shore by disposal by CPCB/ MPCB approved disposal agency.
- E-waste generated on board are collected, segregated and sent to shore by disposal by CPCB/ MPCB approved disposal agency.
- Hazardous waste – Dirty oil waste generated from engines are collected in oil drums and sent to shore for disposal by CPCB/ MPCB approved disposal agency.  
Other oily wastes (oil water mixer) generated from usage of different lubricants are collected in dirty oil tank through bilge system, the oily water mixture of higher than 15 ppm concentration (as per IMO guidelines) is collected in drums and is sent to shore for disposal by CPCB approved disposal agency.
- Other waste – all kind of waste and trash generated are sent to shore for disposal by CPCB approved disposal agency.

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

Yes, Extended Producer Responsibility is applicable, Company is registered as importer in EPR.

Waste collection plan is as per ONGC EPR Circular No. 25/2023, which is in line with guidelines introduced by Ministry of Environment, Forest and Climate Change, Government of India, in its fourth Amendment to the Plastic Waste Management Rules, dated February 16, 2022, notified 'Guidelines on Extended Producer Responsibility for Plastic Packaging' in the Schedule II of the Rules.

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

**Essential Indicators**

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

Category	% of Employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	513	513	100	513	100	NA		NA		NA	
Female	11	11	100	11	100	NA		NA		NA	
<b>Total</b>	<b>524</b>	<b>524</b>		<b>524</b>							
<b>Other than Permanent Employees</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

Category	% of Employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees/ Workers</b>											
Male	125	125	100	125	100	NA	NA	NA	NA	NA	NA
Female	0	0	0	0	0	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>125</b>	<b>125</b>	<b>100</b>	<b>125</b>	<b>100</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Other than Permanent Employees/ Workers</b>											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

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

	<b>FY 2023-24</b>	<b>FY 2022-23</b>
Cost incurred on well- being measures as a % of total revenue of the Company	0.19	0.25

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

Benefits	FY 2023-24			FY 2022-23		
	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	31.29	20	Y	29.15	20	Y
Gratuity	100	100	Y	100	100	Y
ESI	Nil	100	Y	100	100	Y
Others – please specify	NA	NA	NA	NA	NA	NA

**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:**

Corporate Office provides accessibility to all employees including disabled employees. Most of the workplaces (Project Site) are situated in remote areas with limited access for differently abled persons.

**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:**

We strongly believe in respecting the individuality of our employees and are committed to creating a healthy, safe, and secure work environment that enables employees to work without fear of prejudice, gender bias, and sexual harassment. We are committed providing an inclusive culture and an environment free from any discrimination.

**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	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL

**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, (If Yes, then give details of the mechanism in brief) - YES
Permanent Employees	Employees are encouraged to share their concerns with their reporting managers, the HR Department and members of the Senior Leadership Team.
Other than Permanent Employees	The concern received, if any, is investigated by the authorised persons by gathering, validating and analyzing the data. The observations and findings / recommendations are shared and reviewed by the Chairman & Managing Director.
Permanent Workers	All employees, whether permanent employees or permanent workers can get in touch and report any grievances. We have a designated committee and standard operating procedures (SOPs) in place to address grievances in an effective manner.
Other than Permanent Workers	

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>						
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total Permanent Workers</b>						
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil

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

Category	FY 2023-24					FY 2022-23				
	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)
<b>Employees</b>										
Male	379	370	98%	9	2%	363	350	96%	13	4%
Female	11	9	85.7%	2	14.3%	-	-	-	8	100%
<b>Total</b>	390	379		11		363	350		21	
<b>Workers</b>										
Male	110	107	97%	3	3%	104	100	96%	4	4%
Female	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	110	107		3		104	100		4	

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

100% of eligible employees have received performance & career development reviews.

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

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

JDIL has a well-defined Health and Safety Management System, JDIL is certified for ISO 45001:2015 i.e. for Occupational Health & Safety.

Health and Safety Management System covers all rig crew and activities carried out onboard. JDIL HSE Policy focuses on health, safety, security and environmental. Complete "Hazard identification and Risk Assessment" has been conducted for all activities/ jobs carried out at all Jindal rigs. Based on the outcome of HIRA, control measures and barriers are implemented as part of risk mitigation plan and all risk are brought down to industry acceptable level "ALARP". The Company emphasises on implementing best industry practices for the well fare and betterment of Employees, Environment and Equipment.

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

JDIL has a robust system to ensure that all risks to personnel, environment and assets have been identified and that measures are in place to manage these risks to as low as reasonably practicable. Detailed HSE Case has

been prepared for Rigs, which covers “Hazard Identification and Risk Assessment”.

Below HSE Systems are in place to identify associated risks/ hazards and barriers to control –

- Daily Pre-Tour Meetings
- Daily Safety Toolbox talk.
- Job Safety Analysis and pre-Job Safety Meetings are being carried out
- Pre-Job Safety Inspection by safety supervisor, line supervisor and crew.
- Safety Training and observations Program [STOP] – for routine identification of unsafe conditions and unsafe acts.
- Weekly/ Monthly safety inspection by HODs [Rig Team]
- Permit to Work System is implemented
- All incidents and Near Misses are reporting and corrective actions are taken.
- Internal audit by base Management [Rig Manager & QHSE Manager]
- Periodic audits by external parties – Classification body, Regulatory & Statutory body, Operator
- Relevant PPE’s are provided
- Emergency Mock Drills are conducted on regular basis

**c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks?**

All Accidents, Incidents, Near miss, Non-Conformances are reported to the Supervisor/ OIM immediately. The OIM shall coordinate the appropriate response to manage, report & investigate the Accident/ Incident/ Dangerous Occurrence/ Near Miss depending upon the nature of the event and taking into account (but not limited to) the various relevant policy documents viz Emergency Response Plan, Emergency Preparedness Manual, Medivac Plan, SOPEP, etc.

All Accidents, Incidents, Near miss and Non-Conformance are reported in the prescribed formats as per Companies Accident Reporting norms.

Additional safety program implemented - Du Pont’s Safety Training & Observation Program [STOP] is a behaviour-based safety system that has been adopted on Jindal rigs. By using STOP, trends related to unsafe act/ conditions are identified and immediate corrective actions are taken.

Safety Training and Observations Program [STOP] is designed to influence employee actions toward safer outcomes by preventing an accident or injury before it occurs. Implementing a behaviour-based safety program is the most comprehensive way to promote safety, eliminate hazards and prevent injuries.

STOP provides positive rewards to change unsafe behaviour, reduce job-related injuries, minimize lost production hours, and improve workplace morale, essential ingredients for creating a strong safety culture. Behaviour Based Safety matters as most of incidents and accidents occur due to the choices made and the way one acts. Unsafe acts, rather than unsafe conditions, are the root cause of most incidents. A good attitude toward safety is a key to preventing unnecessary incidents and injuries.

**d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?**

Yes, all the employees and workers are covered under Medical Insurance Policy and having access to non-occupational medical and healthcare services.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate [LTIFR] (per one million-person hours worked)	Employees	Nil	Nil
	Workers	0.74	0.74
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	2	4
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

JDIL Management is committed to Safety and promotes an accident free and healthy work environment. Continuous efforts are made to provide a safe, productive and positive environment for employees/ workers. We have implemented occupational health & safety [OH&S] Management system at our Rigs. The OH&S Management System is also supported through Safety Observation [SO], legal and statutory compliance, internal and external audits by 3rd party etc.

The Safety Observation Program has been launched by the HSE Team to recognise Safety conscious employees & workmen those who can contribute to implement the Safety Norms at Shop floor.

Safety systems are being implemented as per industry best practices and in compliance with regulatory & statutory requirements. Norms/ Rules have been developed as per the regulatory requirements and corrective actions based on the past record of accidents & near miss observations are collected on a routine basis. The same is intimated/ cascaded to all the employees and crew working onboard Jindal rigs.

We are providing safe and healthy working conditions to prevent injury and ill health by effectively evaluating hazards to identify risk level and promoting adequate use of control measures like:

- Elimination
- Substitution
- Engineering Control
- Administrative Control and
- Use of Personal Protective Equipment [PPE]

The Company has also taken several measures to prevent and mitigate significant occupational health & safety impacts which are given hereunder:

- Jindal rigs are modern jack-up rigs with many intrinsically safety specifications.
- Rigs are equipped with high-tech fire detection and suppression systems.
- In compliance with nation and international regulatory and statutory requirements.
- Rigs equipped with latest Life Saving Appliances.
- Regular inspections and audits to assess safety preparedness.
- Periodic mock drills are conducted for emergency preparedness.
- Regular trainings by external institutes both mandatory and job-specific trainings are given to crew.
- Onboard safety trainings and campaigns are carried out by supervisors.
- Safety induction and training/awareness programs are provided to the employees and workers through audio/video and presentations [pictorial] on a routine basis.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	Not Applicable
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:**

All incidents/ accidents/ near misses are reported and investigated to ascertain root cause, immediate preventive action and long term corrective actions are implemented to eliminate any future occurrence.

Regular safety trainings and job specific trainings are being provided to all crew to enhance their skills.

We are preventing accidents and are working on further improvements to address safety-related incidents. We have a cross-functional investigation team who are responsible for investigating the accidents and submitting detailed reports in a timely manner regarding the causes. Safety issues are sent by the safety team for discussion in Tool Box and shop floor safety meetings.

We have taken various corrective actions across our plants, including:

- a) Providing suitable guards on all moving machines and adequate fencing provided all pipe conveyors and also instructed to the workforce to use over stairs while crossing the conveyor.
- b) We have also implemented standard operating procedures (SOP's) for routine and non-routine activities.
- c) We do data analysis of accident and incident investigations and on the basis of its outcome suggesting corrective and preventive actions.
- d) We ensure implementation of various work permit system.
- e) Identifying potential hazards through risk assessment (HIRA), JSA, rendering advice on minimising risk to acceptable levels.
- f) Conducting safety audit and advising management on findings & its effective implementation.
- g) Carrying out routine and scheduled safety inspection and ensuring the compliance of the recommendations.
- h) Conducting regular safety induction training, Preparing training module & Conducting training Program for different level on various subject for i.e.in fire safety & fire fighting, Material Handling, Work Permit System, Work place hazards & prevention, Emergency Preparedness, Important of PPEs, Use of PPEs, etc.
- i) Introduce various motivational schemes for near miss reporting, PPEs implementations, reducing of accident frequency rate and enhance safety awareness level of work force.
- j) Conducting all the incident investigations, doing its analysis at various angles and on the basis of its outcome suggesting concern department for CAPA.
- k) Conduct periodical Emergency mock drill on the basis of emergency plan.
- l) Conducting weekly safety committee meeting with management representative and worker representative and discuss safety related issues and take appropriate action.
- m) To adopt best practices in all jobs and continually improving them to aim zero accident by reviewing performance and having an action plan.

#### **PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**

##### **Essential Indicators**

##### **1. Describe the processes for identifying key stakeholder groups of the entity:**

We identify our stakeholders based on their impact and ability to influence the functioning of business of the Company. Key stakeholders of the Company are Shareholders/Investors, Government and Regulators, Employees, Customers, Bankers/Financial Institutions and Suppliers. The given stakeholder groups have immediate impact on the operations and working of the Company.

Through stakeholder engagement and feedback mechanisms, the company aims to identify its key stakeholders. This process would enable the company to better comprehend the concerns and interests of its stakeholders, allowing JDIL to align the purpose and scope of the engagement accordingly.

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

The company is currently working towards identifying its key stakeholders and shall prioritize this task in the upcoming financial year. By proactively seeking input and feedback, JDIL aims to create an inclusive environment where stakeholders' perspectives and concerns are acknowledged and addressed in the decision-making processes.

#### **PRINCIPLE 5 Businesses should respect and promote human rights**

The Company's continuous endeavour is to provide a safe, productive and positive environment for our employees that are free from any form of discrimination.

##### **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:**

100 % employees & workers are aware of their rights and policies

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees Permanent</b>										
Male	513	0	0	513	100	525	0	0	525	100
Female	11	0	0	11	100	20	0	0	20	100
<b>Other than Permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers Permanent</b>										
Male	125	0	0	125	100	120	0	0	120	100
Female	0	0	0	0	0	0	0	0	0	0
<b>Other than Permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BOD)	Please refer Annual Report			
Key Managerial Personnel				
Employees other than BoD and KMP				

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

	FY 2024	FY 2023
Gross wages paid to females as % of total wages	1.04 %	1.12%

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

Yes, JDIL is deeply committed to upholding and promoting high standards of human rights throughout all its operations. As an integral part of the company's corporate responsibility, the Works Council diligently ensures strict adherence to human rights principles.

JDIL firmly believes in upholding the dignity and individual rights of every employee, worker, and external stakeholder with whom JDIL engages in its businesses. It is JDIL's unwavering commitment to ensure that none of its operations infringe upon the human rights of its valued stakeholders.

The company strives to create a respectful and inclusive environment for fostering the overall well-being within the organization.

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

JDIL prioritizes the well-being and rights of all individuals associated with the company. The company has established a robust grievance redressal mechanism specifically designed to promptly and effectively address any human rights issues that may arise. JDIL encourages open communication and provides multiple channels for employees and stakeholders to report concerns or seek assistance. A dedicated team is committed to thoroughly



investigating and resolving grievances in a fair and impartial manner, while maintaining the utmost confidentiality. The Company strives to continuously improve its grievance redressal process to ensure a safe and respectful environment for everyone.

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

	FY 2023-24			FY 2022-23		
	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
Sexual Harassment	NIL	NIL	NIL	NIL	NIL	NIL
Discrimination at workplace	NIL	NIL	NIL	NIL	NIL	NIL
Child Labour	NIL	NIL	NIL	NIL	NIL	NIL
Forced Labour	NIL	NIL	NIL	NIL	NIL	NIL
Wages	NIL	NIL	NIL	NIL	NIL	NIL
Other human rights related issues	NIL	NIL	NIL	NIL	NIL	NIL

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees/ workers	-	-
Complaints on POSH upheld	-	-

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

JDIL maintains a zero-tolerance policy towards any form of sexual harassment in the workplace. To address this issue, the company has implemented a comprehensive grievance resolution procedure under its POSH policy for ensuring effective resolution of employee complaints. JDIL has also established a stringent Code of Conduct and HR Policy Manual that clearly outline expectations for appropriate employee behaviour and provide measures for the prevention and redressal of such complaints. All employees and new joiners are provided POSH training not only during induction but also at regular intervals during their lifetime at JDIL. To ensure a prompt and confidential resolution process, JDIL has established Internal Complaints Committee dedicated to monitoring and addressing complaints related to harassment. This committee is responsible for taking appropriate action in a timely manner while maintaining the utmost confidentiality.

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

No.

**10. Assessments for the year:**

	<b>% your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child Labour	The Company ensures compliance with applicable labour practice laws, including child labour and human rights issues.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
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.**

Not Applicable

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment:**

**Essential Indicators**

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

Parameter		FY 2023-24	FY 2022-23
Total electricity consumption [A]	kWhr	1,63,551	1,57,364
Total fuel consumption [B]	kL	14,224.94	13,926.17
Energy consumption through other sources [C]	kWhr	6,80,93,568	6,79,07,520
<b>Total energy consumption (A+B+C)</b>	A + C [kWhr]	6,82,57,119	6,80,64,884
From non- renewable sources		-	-
Total electricity consumption [D]		-	-
Total fuel consumption [E]		-	-
Energy consumption through other sources [F]		-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>		-	-
<b>Total energy consumed (A+B+C+D+E+F)</b>	A + C [kWhr]	6,82,57,119	6,80,64,884
Energy intensity per rupee of turnover <i>(Total energy consumption/ turnover in rupees)</i>		-	-
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> <i>(Total energy consumed / Revenue from operations adjusted for PPP)</i>		-	-
<b>Energy intensity in terms of physical output</b>		-	-
Energy intensity <i>[optional]</i> – 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

**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.**

Given the nature of business, this indicator is not applicable.

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

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	6,851 MT	5,517 MT
(iv) Seawater / desalinated water	33,246 MT	19,711 MT
(v) Others (Rain Water)	420 MT	420 MT
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	40,517 MT	25,648 MT

<b>Total volume of water consumption (in kilolitres)</b>	46,528 MT	34,136 MT
<b>Water intensity per rupee of turnover</b> <i>[Water consumed / turnover]</i>	-	-
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> [Total water consumption / Revenue from operations adjusted for PPP]	-	-
<b>Water intensity in terms of physical output</b>	-	-
<b>Water intensity [optional]</b> – 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. – No

**4. Provide details of the following disclosures related to water discharged:**

Parameter	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	-	-
- No Treatment	-	-
- With treatment- please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No Treatment	-	-
- With treatment- please specify level of treatment	-	-
(iii) To Seawater	-	-
- No Treatment	-	-
With treatment- please specify level of treatment	-	-
(iv) Sent to third parties	-	-
No Treatment	-	-
With treatment- please specify level of treatment	-	-
(v) Others	-	-
No Treatment	-	-
With treatment- please specify level of treatment	-	-

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

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

Not Applicable.

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

Parameter	Please specify unit	NAAQ Standard	FY 2023-24	FY 2022- 23
NOx	-	-	-	-
SOx	-	-	-	-
Particulate matter [PM]	-	-	-	-
Persistent organic pollutants [POP]	-	-	-	-
Volatile organic compounds [VOC]	-	-	-	-
Hazardous air pollutants [HAP]	-	-	-	-
Others – please specify	-	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? No

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions [Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available]	-	-	-
Total Scope 2 emissions [Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available]	-	-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	-	-
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

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

No

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

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste <b>(A) Protector</b>	102.5	78.3
E-waste <b>(B)</b>	7.21	3.15
Bio-medical waste <b>(C)</b>	0.073	0.714
Construction and demolition waste <b>(D)</b>	28.25	30.5
Battery waste <b>(E)</b>	0.95	0.05
Radioactive waste <b>(F)</b>	0	0
Other Hazardous waste. Please specify, if any. <b>(G)</b> Oil Mixed Water	34.9	30.55
Other Non-hazardous waste generated <b>(H)</b> . Please specify, if any. [Break-up by composition i.e. by materials relevant to the sector]	139	125
<b>Total (A+B + C + D + E + F + G + H)</b>	312.88	268.26
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
<b>Category of waste</b>		
(i) Recycled	NA	NA
(ii) Re-used	NA	NA
(iii) Other recovery operations	NA	NA
<b>Total</b>	NA	NA
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	NA	NA
(ii) Landfilling	NA	NA
(iii) Other disposal operations	312.88	268.26
<b>Total</b>	312.88	268.26

**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

**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.**

Company primarily focuses on waste management through structured waste segregation based on its characteristics, storage and disposal, waste to energy recovery and converting it into a saleable product as feasible. Company follows all applicable regulations for proper waste management, including its handling, storage, transportation and disposal. The Company has developed a robust system with comprehensive detailing of each waste from the source of generation to disposal or recycling and reuse. The Company is fully committed to environment-friendly disposal of hazardous and non-hazardous waste, ensuring that it does not deteriorate any resources.

**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: - No**

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

**12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: No such project taken**

JDIL has not undertaken any environmental impact assessments in the current financial year.

**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, JDIL is compliant with the applicable environmental law/ regulations/ guidelines in India.

JDIL is certified by DNV for ISO 14001:2015 i.e. for Environment Management System under Integrated Management System. All Jindal rigs are DNV class certified for IOPP (International Oil Pollution Prevention), IAPP (International Air Pollution Prevention) and ISPP (International Sewage Pollution Prevention) as per MARPOL Convention under IMO.

**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 the member of International Association of Drilling Contractors

**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: NA**

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

No issues reported.

**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.**

None of the Projects undertaken by the Company in FY 2023-24 required the Social Impact Assessment.

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

Not Applicable

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

Not applicable.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	Not Ascertained	
Sourced directly from within the district and neighbouring districts		

Sourced directly from within the district and neighbouring districts

**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	FY 2022-23
Rural	NA	NA
Semi-urban	NA	NA
Urban	NA	NA
Metropolitan	100%	100%

[Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan]

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

**Essential Indicators**

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

JDIL has established a robust mechanism to effectively address and resolve consumer complaints. The company's dedicated marketing department serves as the focal point of contact for such complaints. Depending on the nature and specifics of each complaint, they are promptly forwarded to the Quality Department.

JDIL places great importance on addressing consumer complaints in a timely and efficient manner. JDIL's highly skilled and experienced Quality team diligently investigates and evaluates each complaint to determine the appropriate course of action.

JDIL is committed to maintaining the highest standards of product quality to meet the customer's expectations. Through the consumer complaint resolution mechanism, the company strives to continuously improve its products and services, and further strengthen the bonding with valued customers.

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

	As a Percentage to Total Turnover
Environmental and social parameters relevant to the product	Not applicable
Safe and responsible usage	Not Applicable
Recycling and/or safe disposal	Not applicable

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

	FY 2023-24			FY 2022-23		
	Received during the Year	Pending Resolution at end of year	Remarks	Received during the Year	Pending Resolution at end of year	Remarks
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

	<b>Number</b>	<b>Reasons for recall</b>
Voluntary Calls	Nil	-
Forced calls	Nil	-

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

The Company has an Internal Information Security Policy and proper systems to address the concerns and risks related to Data Privacy of Customers. Periodical assessments are undertaken to ensure data security and integrity.

**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.**

Not applicable

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

- a. Number of instances of data breaches; Not Applicable
- b. Percentage of data breaches involving personally identifiable information of customers; Not Applicable
- c. Impact, if any, of the data breaches; Not Applicable

By the order of the Board  
For Jindal Drilling And Industries Limited

Place: New Delhi  
Date: 29th July, 2024

**D.P. Jindal**  
Chairman  
DIN: 00405579