



**JINDAL POLY FILMS LTD.**

Plot No-87, Sector-32,  
Institutional Area, Gurugram,  
Haryana -122001 (India)  
Phone : +91-0124-6925100  
Web : www.jindalgroup.com

**JPFL/DE-PT/SE/AGM/2024-25**

**Dated: 08<sup>th</sup> September 2024**

The Manager, Listing  
National Stock Exchange Of India Ltd.  
Exchange Plaza,  
Bandra-Kurla Complex Bandra (E)  
Mumbai - 400 051  
**Scrip Code: NSE: JINDALPOLY**

The Manager Listing  
Bse Limited.  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Fort,  
Mumbai – 400 001  
**Scrip Code :BSE: 500227**

**Sub: Business Responsibility and Sustainability Report for the Financial Year 2023-24**

Dear Sir/ Madam,

Pursuant to Regulation 34 of the SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015, please find enclosed the Business Responsibility and Sustainability Report ("BRSR") for the financial year 2023-24 which forms an integral part of the Annual Report for the financial year 2023-24. The BRSR is also available on the website of the Company at <https://www.jindalpoly.com/Uploads/image/JINDAL%20BRSR%20REPORT.pdf>

You are requested to take the same on your records.

Thanking you.  
Yours Sincerely,

For **Jindal Poly Films Limited**

**Ashok Yadav**  
**Company Secretary**  
**ACS-14223**  
**Encl.: As above**



**Business Responsibility & Sustainability Reporting (BRSR) – Jindal Poly Films Limited**

At Jindal Poly Films Limited, we place a great importance on our responsibility and dedication to achieve sustainability. We firmly believe that integrating ESG (Environment, Social and Governance) practices is essential for achieving efficiency, long-term value, growth, and realizing our envisioned future as both an organization and a community. ESG serves as a critical foundation, guiding our sustainability strategy to identify, manage, and mitigate the impacts and risks associated with our operations in the economic, social, and environmental realms. Our commitment lies in continuously reducing our environmental footprint, fostering socially responsible practices both internally and in the communities, we operate within, and upholding principles of integrity, accountability, and transparency in our governance.

**Section A - GENERAL DISCLOSURES**

**I. DETAILS OF THE LISTED COMPANY**

1.	<b>Corporate Identity Number (CIN) of the Listed Company</b>	<b>L17111UP1974PLC003979</b>
2.	<b>Name of the Listed Company</b>	JINDAL POLY FILMS LIMITED
3.	<b>Year of incorporation</b>	1974
4.	<b>Registered office address</b>	19th K M Hapur Bulandshahr Road P O Gulaothi Bulandshahr, Uttar Pradesh 245408 India
5.	<b>Corporate office address</b>	Plot No. 87, Sector 32, Institutional Area, Gurugram, Haryana – 122001 India
6.	<b>E-mail</b>	cs_jpoly@jindalgroup.com
7.	<b>Telephone</b>	0124- 6925100, 0124-6570325
8.	<b>Website</b>	https://www.jindalpoly.com/
9.	<b>Financial year for which reporting is being done</b>	2023-2024
10.	<b>Name of the Stock Exchange(s) where shares are listed.</b>	BSE Limited (BSE), National Stock Exchange of India Limited (NSE)
11.	<b>Paid-up Capital</b>	Rs. 43,78,64,130 (Rupees Forty-Three Crore Seventy-Eight Lacs Sixty-Four Thousand One Hundred Thirty)
12.	<b>Name and contact details (telephone, email id) of the person who may be contacted in case of any queries on the BRSR report</b>	Mr. Ashok Yadav <a href="mailto:cs_jpoly@jindalgroup.com">cs_jpoly@jindalgroup.com</a> 0124-6925100, 0124-6570325
13.	<b>Reporting boundary: Are the disclosures under this report made on standalone basis (i.e., only for the Company) or on a consolidated basis (i.e., for the Company and all the entities which form a part of its consolidated financial statements, taken together).</b>	This report is prepared on a standalone basis. The reporting boundary for the current year has been revised as compared to the previous year i.e. from consolidated basis to standalone basis. To that extent the same is not comparable with the last year.
14.	<b>Name of Assurance Provider</b>	Not -applicable
15.	<b>Type of Assurance Obtained</b>	Not-applicable

**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 Company
1.	Nonwoven Fabric	Manufacturing of PP (Polypropylene) based 'Spunmelt' & 'Spunbond' Nonwoven Fabric.	100%

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

S. No.	Product/Service	NIC Code	% of total turnover contributed
1.	Nonwoven Fabric	1312	100%

**III. OPERATIONS**
**18. Number of locations where plants and/or operations/offices of the Company are situated:**

Location	Number of plants	Number of offices	Total
National	1	1	2
International	Nil	Nil	Nil

**19. Markets served by the Company:**
**a. Number of locations**

Locations	Number
National (Number of States)	14 States
International (Number of Countries)	20 Countries

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

16%

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

Company caters primarily to multinational and Private label hygiene and medical product manufacturers in India and abroad. We are the single stop shop for global hygiene, medical and industrial products.

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

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	121	102	84%	19	16%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	<b>Total employees (D + E)</b>	<b>121</b>	<b>102</b>	<b>84%</b>	<b>19</b>	<b>16%</b>
<b>WORKERS</b>						
4.	Permanent (F)	157	131	83%	26	17%
5.	Other than Permanent (G)	70	62	89%	8	11%
6.	<b>Total workers (F + G)</b>	<b>227</b>	<b>193</b>	<b>85%</b>	<b>34</b>	<b>15%</b>

**b. Differently abled Employees and workers**

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	2	2	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	<b>Total employees (D + E)</b>	<b>2</b>	<b>2</b>	<b>100%</b>	<b>0</b>	<b>0%</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	1	1	100%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	<b>Total differently abled workers (F + G)</b>	<b>1</b>	<b>1</b>	<b>100%</b>	<b>0</b>	<b>0%</b>



**21. Participation/ Inclusion/ Representation of women**

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	17%
Key Management Personnel	2	0	0%

**22. 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
Permanent Employees	15	12	27	41.7	56.6	43.9	36.4	32.8	35.8
Permanent Workers	17	3	20	44.4	40.6	44.0	30.1	28.1	30.0

**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 Company	Does the Company indicated in column A participate in the Business Responsibility initiatives of the listed Company? (Yes/No)
1.	Concatenate Flexi Films Advest Private Limited	Holding	N.A.	No
2.	JPFL Films Private Limited	Subsidiary	99.97%	No
3.	Jindal SMI Coated Products Limited	Subsidiary	100.00%	No
4.	JPF Netherlands Investment B.V.	Subsidiary	100.00%	No
5.	Jindal Films India Limited	Subsidiary	100.00%	No
6.	Jindal Imaging Limited	Subsidiary	100.00%	No
7.	Global Nonwovens Limited	Subsidiary	100.00%	No
8.	Jindal Specialty Films Limited	Subsidiary	100.00%	No
9.	Univerus Commercial Properties Limited	Subsidiary	100.00%	No
10.	Univerus Poly & Steel Limited	Subsidiary	100.00%	No
11.	Jindal Display Limited	Associate	45%	No
12.	Enerlite Solar Films India Private Limited	Associate	33%	No

**VI. CSR DETAILS**

**24. Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) – Yes**

- i. Turnover (in Rs.) - 543 Cr.
- ii. Net worth (in Rs.) - 5342 Cr.

**VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES**
**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			FY 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	0	0	Nil	0	0	Nil
Investors (other than Shareholder)	Yes	0	0	Nil	0	0	Nil
Shareholders**	Yes	219	0	Nil	189	0	Nil
Employees and workers	Yes	0	0	Nil	0	0	Nil
Customers	Yes	88	0	Nil	145	0	Nil
Value Chain Partners	Yes	0	0	Nil	0	0	Nil
Others (please specify)	Nil						

**Note-**

\* A dedicated email address, cs\_jpoly@jindalgroup.com, is provided for addressing inquiries from investors and shareholders and information about the Investor Grievances Cell is available at company's website <https://www.jindalpoly.com/download-reports>. Additionally, the company has established a range of policies that encompass various aspects of grievance resolution. These policies include, but are not limited to, the Prevention of Sexual Harassment (POSH) Policy, and Whistleblower Policy, all designed to protect the well-being of employees and workers, including women. The company also offers separate email addresses for customers, namely info@globalnonwovens.in and wecare@jindalgroup.com where concerns can be reported or raised.

\*\* 219 complaints/grievances mostly related to Non receipt/re-validation/lost dividend warrants etc.

**26. Overview of the Company'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.	Energy Conservation	Opportunity	Energy conservation measures often involve optimizing processes, equipment, and systems to operate more efficiently. Implementing energy conservation measures can lead to significant cost savings.	-	Positive Improved productivity, reduced downtime, and streamlined operations, resulting in overall business efficiency gains. Lowering of utility bills and operational expenses, resulting in improved profitability

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.	Employee Well-being	Opportunity	Nurturing robust employee connections and safety practices creates a favorable workplace atmosphere, raising spirits, improving safety protocols, lowering accidents, and securing a motivated workforce.	-	Positive. Improving workforce health and safety builds trust, boosting productivity, and cutting down on days off for positive financial outcomes.
3.	Code of Conduct	Opportunity	Embracing business ethics and integrity creates opportunities for ethical leadership, stakeholder trust, and social responsibility.	-	Positive. Leveraging ethical business practices to unlock fresh opportunities and promote rapid growth.
4.	Product Impact	Opportunity	The company strives to create low-impact products and harnesses the diverse user base for impactful change. Research and technological progress offer chances to enhance quality, improve efficiency, and achieve a competitive edge.	-	Positive. Enhancing products and customer satisfaction boosts market reach and penetration.
5.	Responsible Sourcing	Risk	Suppliers are crucial for businesses and can influence their operations. Companies can impact suppliers' ESG performance through purchasing decisions, incentivizing better outcomes.	Recognizing responsible sourcing's significance, the Company plans to integrate supplier ESG performance in its strategy.	Negative. Short-term costs may arise but will lead to favorable long-term financial outcomes.
6.	Community Relations	Opportunity	The company implements impactful CSR programs to enhance local socio-economic well-being, fostering strong community relationships through approved projects guided by its Board-approved policy.	-	Positive. Supporting social causes and collaborating with the community builds market trust and foster expansion.
7.	Corporate Governance Practices	Opportunity	The Code of conduct of the Company encourages all the Stakeholders to maintain good Corporate Governance Practices.	-	Positive By following the Corporate Governance Practices, the brand value and the reputation of the Company will increase.

**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 (NGRBC) Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. <b>Whether your Company'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>	The policies in accordance with SEBI regulations receive approval from the Board, while other policies are sanctioned by the relevant department heads in consultation with the Management.								
c. <b>Web Link of the Policies, if available</b>	The company's intranet provides access to the policies concerning internal stakeholders. <a href="https://www.jindalpoly.com/corporate-structure-and-governance">https://www.jindalpoly.com/corporate-structure-and-governance</a>								
2. <b>Whether the Company has translated the policy into procedures. (Yes / No)</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. <b>Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	All the policies enacted by the Company are accessible on its official website, and we anticipate that all partners within the value chain will adhere to the relevant policies.								
4. <b>Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) mapped to each principle)-</b>									
Principle 1 Principle 2 Principle 3 Principle 4 Principle 5 Principle 6 Principle 7 Principle 8 Principle 9	ISO 9001: 2015 – QMS, ISO 14001:2015 – EMS ,ISO 45001:2018 – HEALTH & SAFETY, ISO 13485:2016 – QMS FOR MEDICAL DEVICE, OEKO-TEX EDANA -QAP, SEDEX, ECOVADIS CYBERVADIS								
5. <b>Specific commitments, goals and targets set by the Company with defined timelines, if any.</b>	Jindal Poly Films Limited is actively developing a comprehensive ESG roadmap that encompasses well-defined commitments, goals, and targets in sync with the set of nine guiding principles.  The company places significant value on setting objectives that are specific, measurable, and time bound. These objectives mirror its dedication to a range of facets including sustainability, social responsibility, innovation, customer contentment, and beyond.  By harmonizing its objectives and aims with these nine guiding principles, the company aspires to embrace a comprehensive approach to its operations, underscored by accountability, transparency and good governance.								
6. <b>Performance of the Company against the specific commitments, goals, and targets along-with reasons in case the same are not met.</b>	Not Applicable								



<b>Governance, leadership and oversight</b>	
<p><b>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed Company has flexibility regarding the placement of this disclosure)</b></p> <p>We at Jindal Poly Films Limited, recognize the critical importance of Environmental, Social, and Governance (ESG) factors in driving sustainable business practices. As a part of our commitment to responsible business operations, we have integrated ESG considerations into our overall strategy and operations, ensuring that we are accountable for the impact we have on the environment and society.</p> <p>One of the key ESG challenges we face is minimizing our environmental impact. We understand the urgency of addressing climate change and are actively working to reduce our greenhouse gas emissions. By investing in energy-efficient technologies, optimizing our manufacturing processes, and utilizing renewable energy sources, we aim to significantly decrease our carbon emissions over the next five years. Additionally, we are actively exploring opportunities to increase the use of recycled materials in our production processes, contributing to a circular economy.</p> <p>Social responsibility is another fundamental aspect of our business. We strive to create a safe and inclusive workplace where diversity is celebrated, and all employees are treated with respect and fairness. We are dedicated to fostering a culture that promotes employee well-being, health, and safety. Our ongoing initiatives include providing training and development opportunities, implementing fair labor practices and ensuring effective health and safety measures across our operations.</p> <p>In terms of Governance, we uphold ethical standards and value transparency and accountability. We have implemented corporate governance practices that promote integrity and responsible decision-making throughout our organization. As a part of our governance framework, we regularly engage with our stakeholders, to understand their expectations and address their concerns.</p> <p>Looking forward to the future, we are committed to have various sustainability goals that align with international standards and best practices. Our roadmap includes initiatives to reduce our energy consumption, water usage, waste generation and find sustainable solutions to the challenges we face.</p>	
<p><b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b></p>	Board of Directors
<p><b>9. Does the Company have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No).</b></p> <p><b>If yes, provide details.</b></p>	The organization possesses a well-developed internal governance framework which effectively supervises the execution of a multitude of policies. This system ensures proper oversight and management of diverse policies within the Company.

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

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee.									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Quarterly								





11. Has the Company carried out independent assessment/ evaluation of the working of its policies by an external agency?  (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Internal and regulatory audits are conducted on the processes and compliance measures to verify their adherence. Department and business leaders regularly assess and enhance these processes for optimal practices and effective risk management. The updated policies are then approved by the management or the Board as per requirement.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The Company does not consider the principles material to its business (Yes/No)	Not Applicable.								
The Company is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The Company does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

### Section C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

**Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent, and Accountable.**

Jindal Poly Films Ltd. emphasizes the importance of upholding ethical standards and being transparent and accountable for the impact of business operations. The Company has adopted “Code of Conduct and Ethics” with the underlying philosophy of conducting its business in a fair & ethical manner as enshrined by our values and beliefs. The code of conduct and ethics is easily accessible to all relevant stakeholders via the website of the Company ([www.jindalpoly.com](http://www.jindalpoly.com)).

In addition, the Company strongly ensures the propagation of ethical conduct at all levels and builds transparent communication with all the relevant stakeholders and across the value chain. The appropriate mechanism to report any violations of the Company’s Code of Conduct and other policies of the Company is in place. The details of the relevant platform or concerned authority/person are outlined in the Code of Conduct and Ethics and Whistle Blower Policy.

#### ESSENTIAL INDICATORS

**1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:**

	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
<b>Board of Directors</b>	Board members and KMPs receive briefings and updates on business, regulatory, social, and governance matters, among other relevant topics, both upon their appointments and at regular intervals during board meetings. These discussions provide valuable insights aligned with the established principles.	<ul style="list-style-type: none"> <li>● Regulatory updates on corporate laws</li> <li>● Strategy Discussion</li> <li>● Business of the Company</li> <li>● Economic outlook</li> </ul>	100
<b>Key Managerial personnel</b>			
<b>Employees other than BoD and KMPs</b>	437	Functional Training Technical Training Safety Training Behavioural Training	100
<b>Workers</b>	443	Functional Training Technical Training Safety Training Behavioural Training	100

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

Monetary					
	NGRBC Principle	Name of the regulatory/ Enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been referred? (Yes/No)
<b>Penalty/ Fine</b>	NIL				
<b>Settlement</b>					
<b>Compounding fee</b>					

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
Not Applicable	

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

Yes, the Company maintains a strong stance against bribery and corruption as per the Anti-Bribery and Anti-Corruption Policy, which imposes strict consequences against anyone found guilty of engaging in unethical conduct. This policy extends to every employee within the Company, including its subsidiaries, and joint ventures. The Company ensures that every employee and business partners are made aware of the Anti-Bribery and Anti-Corruption Policy from the beginning of their engagement with the Company.

Link- [https://www.jindalpoly.com/Uploads/image/484imguf\\_210101ABACPolicy.pdf](https://www.jindalpoly.com/Uploads/image/484imguf_210101ABACPolicy.pdf)

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

	FY 2023-24	FY 2022-23
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints about conflict of interest:

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL		NIL	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL		NIL	

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

Not Applicable

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

	2023-24	2022-23
Number of days of accounts payables	63	18

**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:**

Parameters	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchase	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	Nil	Nil
	b. Number of dealers / distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Nil	Nil
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties / Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100	100
	d. Investments (Investments in related parties / Total Investments made)	62	0.61

**Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe.**

Jindal Poly Films Ltd. is committed to set an intense focus on safety and resource efficiency in the functioning of business operations. The aim is to make the products in a manner that creates value while minimizing and mitigating its adverse impacts on the environment and society through all stages of its life cycle. The Company is determined to contribute to the improvement of human well-being and the preservation of the earth's natural resources.

Furthermore, Jindal Poly Films Limited ensures the manufactured goods are in pursuance with the customer's specifications and strives to strictly adhere to the quality standards and controls of the raw materials and conforms the applicable national laws and regulations by conducting a regular review to improve upon the process of new technology development, deployment, and commercialization, as well as incorporating social, ethical, and environmental considerations.

**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 Company, respectively.**

	<b>FY 2023-24</b>	<b>FY 2022-23</b>	<b>Details of improvements in environmental and social impacts</b>
<b>R&amp;D</b>	Jindal Poly Films Limited demonstrates a strong dedication to both sustainability and innovation, evident through its strategic endeavors that encompass a wide range of projects and partnerships. These initiatives are focused on enhancing recyclability, minimizing ecological footprints, and championing the use of renewable energy sources.		
<b>Capex</b>	The expenses required to address potential environmental and social risks are seamlessly integrated into the company’s capital expenditures and research and development investments, making it impractical to isolate them separately.		

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

Yes, the Company has adequate procedure in place for sustainable sourcing.

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

The Company is committed to sourcing raw materials and other goods from reputable manufacturers having highest standards of quality and consistency. The Company has also implemented a robust Background Verification process of the vendors and partners to ensure they share our commitment to sustainability. Moreover, we are actively enhancing our commitment to sustainable sourcing and fortifying our ability to track and manage relevant data.

- 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.**

The company strongly showcases its dedication to promoting environmental sustainability by effectively recycling and reusing most of its plastic waste generated internally. Operating as a B2B enterprise, the company sells its products to converter and brands, which makes it somewhat challenging to track post-consumer waste.

The Company has established practice of reusing and recycling the processed waste within the permissible limits, in house. The packaging waste is duly monitored and tracked and sold to registered vendors.

The hazardous waste is disposed as per Maharashtra Pollution Control Board (MPCB) guidelines.

Continual assessment and exploration of additional strategies to address these aspects could further elevate its commitment to sustainable practices.

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

No

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

Jindal Poly Films Ltd. encompasses all policies and practices pertaining to the provision of equity, dignity, and well-being of every employee across the value chain, without any form of prejudice. The Company recognizes the significance of employee well-being at the workplace and promotes it through initiatives such as providing access to healthcare, work-life balance, training, and skill development opportunities, and aims to foster a positive and inclusive work culture.

The Company encourages local procurement of goods and services around its plants’ proximity and region. Several community development and training initiatives are regularly conducted by the individual plant’s HR team in order to help people in skill development and raise their scope for employment. The Jindal Poly Films Limited’s Code of Conduct and Ethics explicitly states providing equal opportunities irrespective of caste, creed, gender, race, religion, disability, or sexual orientation and promotes an employee-friendly work environment for all its employees.

**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	102	102	100%	102	100%	Not Applicable		102	100%	102	100%
Female	19	19	100%	19	100%	19	100%	Not Applicable		19	100%
<b>Total</b>	<b>121</b>	<b>121</b>	<b>100%</b>	<b>121</b>	<b>100%</b>	<b>19</b>	<b>100%</b>	<b>102</b>	<b>100%</b>	<b>121</b>	<b>100%</b>
<b>Other than Permanent employees</b>											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

\*Health Insurance means covered in ESIC Only

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers*</b>											
Male	131	131	100%	131	100%	Not Applicable		131	100%	131	100%
Female	26	26	100%	26	100%	26	100%	Not Applicable		26	100%
<b>Total</b>	<b>157</b>	<b>157</b>	<b>100%</b>	<b>157</b>	<b>100%</b>	<b>26</b>	<b>100%</b>	<b>131</b>	<b>100%</b>	<b>157</b>	<b>100%</b>
<b>Other than Permanent workers*</b>											
Male	62	62	100%	62	100%	Not Applicable		62	100%	62	100%
Female	8	8	100%	8	100%	8	100%	Not Applicable		8	100%
<b>Total</b>	<b>70</b>	<b>70</b>	<b>100%</b>	<b>70</b>	<b>100%</b>	<b>8</b>	<b>100%</b>	<b>62</b>	<b>100%</b>	<b>70</b>	<b>0%</b>

\*Health Insurance means covered in ESIC Only

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

	FY 2023-24	FY 2022-23
Cost incurred on wellbeing measures as a % of total revenue of the company	0.10%	0.06%

**2. Details of retirement benefits.**

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	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	100	100	Yes	100	100	Yes
Others – please Specify	0	0	0	0	0	0

**3. Accessibility of workplaces:**

**Are the premises / offices of the Company 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 Company in this regard.**

The majority of our premises/offices are accessible to differently abled employee and workers of the Company is treated equally and fairly.

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

The Company has an Equal Opportunity Policy and every employee and worker of the Company is treated equally and fairly.

**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%	100%	NA	
Female	100%	100%		
Total	100%	100%		

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

	Yes/No (If yes, then give details of the mechanism in brief)
<b>Permanent Workers</b>	Yes, the company places a strong emphasis on cultivating a secure and inclusive workplace for every member of its team, including employees, workers, and associates. The principle of transparency is deeply ingrained across all echelons of the organization. The company actively encourages employees to voice their concerns, through the HR Department or Senior Management. This open-door policy guarantees that every employee has easy access to senior leadership. To reinforce this commitment, The Company has established robust guidelines such as a Whistle blower Policy to address misconduct and a comprehensive Prevention of Sexual Harassment at Workplace policy. Additionally, the company regularly conduct informative sessions to ensure that all employees are well-informed about these policies.
<b>Other than Permanent Workers</b>	
<b>Permanent Employees</b>	
<b>Other than Permanent Employees</b>	

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

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)
Total Permanent Employees	Not Applicable, as the Company has no workforce union for either employees or workers.					
- Male						
- Female						
Total Permanent Workers						
- Male						
- Female						

**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	
		Number (B)	% (B/A)	Number (C)	% (C/A)		No. (E)	% (E/D)	Number (F)	% (F/A)
<b>Employees</b>										
Male	102	102	100%	102	100%	909	909	100	909	100%
Female	19	19	100%	19	100%	147	147	100	147	100%
Total	121	121	100%	121	100%	1056	1056	100	1056	100%
<b>Workers</b>										
Male	131	131	100%	131	100%	1828	1828	100	1828	100%
Female	26	26	100%	26	100%	93	93	100	93	100%
Total	157	157	100%	157	100%	1921	1921	100	1921	100%

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	102	102	100%	909	909	100
Female	19	19	100%	147	147	100
Total	121	121	100%	1056	1056	100
<b>Workers</b>						
Male	131	131	100%	1828	1828	100
Female	26	26	100%	93	93	100
Total	157	157	100%	1921	1921	100



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

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

Jindal Poly Films places utmost significance on the well-being and safety of its staff, which stands as a fundamental pillar of our commitment to sustainability. To safeguard the health of all individuals, we have enacted comprehensive safety protocols and have provided essential resources including Stretchers and First Aid kits.

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

The Company actively ensures a secure work environment by proactively identifying potential dangers and evaluating associated risks.

- The Company achieves this through regular safety inspections, on-site visits, and by organizing safety walks.
- The Company closely monitors internal health and safety performance, focusing on work-related accidents or incidents and to prevent their occurrence.
- Additionally, the Company conducts periodic reviews of health and safety audit reports to adhere to relevant legislation applicable.
- The Company effectively communicates, involves, and actively trains all its employees and workers on health and safety matters,
- The Company closely collaborates with relevant external agencies and industry partners to ensure the ongoing implementation of the most suitable practices in health and safety management.

**c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)**

Yes, the Company has established efficient protocols that enable the employees or workers to promptly identify and report any potential hazards in their work environment, aiming to ensure the prevention and elimination of any such risks. The Company’s internal audit team consistently conducts thorough checks or inspections and assessment in collaboration with workers, addressing their concerns regarding workplace safety and promptly reporting any identified hazards.

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

Yes, the Company’s Nasik plant operates a clinic that remains open for 24 hours. This clinic is readily available to both employees/workers and their families, offering a wide range of medical services and facilities along with conventional healthcare provisions. The facility ensures that the workers and their families have access to the necessary medical care and assistance at all times.

**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	0	8.1
	Workers	0	3.6
Total recordable work-related injuries	Employees	0	10
	Workers	0	12
No. of fatalities	Employees	0	1
	Workers	0	2
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0
*Including in the contract workforce			

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

The Company prioritizes their workers' safety that are employed in the manufacturing facility, for which a wide range of measures are implemented to ensure compliance and create a safe environment for every worker. At every step of the manufacturing process, the Company has put in place extensive measures to protect the safety of its workers.

The Company has taken the following steps towards a safe and healthy workplace:

- The Company has taken measures to that align with all the necessary legal guidelines for occupational health and safety. The Company endeavors to establish, execute, and sustain a systematic approach to identify potential hazards in advance and determine effective measures to eliminate or minimize any risks, for which, Safety Inspections of Critical areas, monitoring the usage of Canes and Forklifts, performing External Safety Audits, implementing a Work Permit system, conducting Management Safety Walks are carried out.
- The Company places significant importance on delivering comprehensive safety-oriented specialized training such as, First-Aid, Fire Fighting training, and machinery handling. The Company consistently carries out regular training sessions to uphold a culture of safety and ensure that workers remain knowledgeable about all the safety protocols.
- Conducting regular Central Safety Committee meetings, Departmental Safety Committee meetings, and organizing regular Mock Drills are some of the conventional steps taken by the Company.
- For proper recording of the incidents and preventing any such incidents in the future, external safety audits are conducted, and workers are encouraged to report on incidents on which incident investigations are carried out.

**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	Nil	0	0	Nil
Health & Safety	0	0		0	0	

**14. Assessments for the year**

	% Of your plants and offices that were assessed (by Company or statutory authorities or third parties)
Health and safety practices	100 (third party safety audit)
Working Conditions	100 (third party safety audit)

**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.**

As a part of the Company's commitment to maintaining a safe and healthy environment, safety-related incidents are considered extremely important for which a robust system is implemented, to address them promptly and effectively. The Company follows a comprehensive incident reporting system and carries out investigation processes to identify the root causes and takes corrective actions to prevent similar incidents from occurring again in the future.

The Company has reinforced several methods such as:

- Safety training programs to ensure all employees receive comprehensive training on hazard identification, risk assessment, and safe workplaces.
- Conducted thorough review of Safety protocols, and regularly updating the guidelines and procedures to reduce likelihood of incidents.
- Increasing safety inspections across all the facilities.
- Established Safety committees, which actively engages in improvement of the safe workplace environment.

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

Jindal Poly Films Ltd. recognizes that the business functions in an ecosystem whereby respecting the interests of and being responsive to stakeholders, shareholders, and investors can foster trust, build positive relationships, and contribute to sustainable development. The Company has established effective mechanisms for communication and addressing the stakeholder concerns or feedback, if any in a systematic manner.

Furthermore, the Company goes above and beyond its business operations to make a positive social impact and improve the lives of disadvantaged and marginalized communities through diverse initiatives such as infrastructure facilities for primary & secondary schools, health & hygiene, etc. Jindal Poly Films Limited also engages with its identified stakeholders on an ongoing basis through a constructive process and conducts engagements with investors, employees, customers, suppliers, governments/regulatory authorities (if needed), etc., to ensure that their concerns remain addressed and capture the feedbacks to incorporate into business activities.

**ESSENTIAL INDICATORS**

**1. Describe the processes for identifying key stakeholder groups of the Company.**

Employees, shareholders and investors, customers, banks along with key partners, regulators, lenders, vendors, credit rating agencies, communities, and non-governmental organizations could all be considered stakeholders. To set priorities, important stakeholders are determined in cooperation with the Company’s management. To determine a significant stakeholder, the Company conducts thorough and comprehensive materiality process, which includes stakeholder interaction with individuals, groups of individuals, or institutions that bring value to the business chain. Prioritization of strategies, policies, and action plans for the environment, economy, and society is aided by the expectations and concerns of identified stakeholders.

**2. List stakeholder groups identified as key for your Company 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
Investors/ Shareholders	No	<ul style="list-style-type: none"> <li>Email</li> <li>Board Meetings</li> <li>Website</li> </ul>	<ul style="list-style-type: none"> <li>Annually</li> <li>Half yearly</li> <li>Quarterly</li> <li>As and when required.</li> </ul>	The objective and extent of involvement encompass the examination of stock prices, dividend distributions, potential risks and challenges, competitive standing, and financial strength. And to delve into the company’s financial achievements, ESG (Environmental, Social, and Governance) achievements, and relevant matters
Customers	No	<ul style="list-style-type: none"> <li>Email</li> <li>Meetings</li> </ul>	<ul style="list-style-type: none"> <li>Daily basis</li> </ul>	As customers increasingly gravitate towards organizations that exhibit social and environmental responsibility, the company proactively engages with them to communicate its ESG and/or sustainability performance.
Suppliers	No	<ul style="list-style-type: none"> <li>Email</li> <li>Meetings</li> </ul>	<ul style="list-style-type: none"> <li>Daily basis</li> </ul>	Enhancing transparency through open and constructive dialogue and addressing their concerns and maintaining a proper SCM process.

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	No	<ul style="list-style-type: none"> <li>Email</li> <li>Meetings</li> <li>Notice Board</li> </ul>	<ul style="list-style-type: none"> <li>Daily basis</li> </ul>	Enhancing employees' growth and benefits, meeting their expectations, encouraging volunteering, fostering career advancement, supporting professional development, and providing ongoing education and skill training, among other initiatives.
Government/ Regulatory Bodies	No	<ul style="list-style-type: none"> <li>Emails</li> <li>Board Meetings</li> <li>Website</li> </ul>	As and when required	The Government/ Regulatory Bodies help and guide in terms of connecting with Government Schemes in the same area for increased effectiveness.
Communities	No	<ul style="list-style-type: none"> <li>Community Meetings</li> <li>Website</li> </ul>	Annually	Engaging in consistent community interactions as part of the commitment to responsible corporate citizenship, fostering sustainable development, and cultivating a culture of social responsibility.

**Principle 5: Businesses should respect and promote human rights.**

Jindal Poly Films Limited recognizes that human rights are inherent to all human beings, including the rights to life, liberty, and security of a person. The Company abides by the UN Guiding Principles on Business and Human Rights, and the Universal Declaration of Human Rights to safeguard the employee's rights and treat all employees based on ability irrespective of race, caste, creed, religion, age, disability, gender, sexual orientation, or marital status.

The Company has a standalone policy on "Code of Conduct and Ethics" in which most of the aspects are covered and is committed to creating an environment that fosters these rights for all its stakeholders, including employees, customers, and local communities. Furthermore, Jindal Poly Films Limited believes that the responsibility of businesses to respect human rights requires that it avoids causing or contributing to adverse human rights impacts and that it addresses such impacts when they occur. The Company has an appropriate grievance mechanism to report the concerns of the relevant stakeholders through multiple mediums and resolves the concerns/complaints timely.

**ESSENTIAL INDICATORS**
**1. Employees and workers who have been provided training on human rights issues and policy(ies) of the Company, in the following format:**

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	121	121	100%	1041	1041	100
Other than permanent	0	0	0%	15	15	100
Total employees	121	121	100%	1056	1056	100
<b>Workers</b>						
Permanent	157	157	100%	967	967	100
Other than permanent	0	0	0%	954	954	100
Total workers	157	157	100%	1921	1921	100

**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	
		Number (B)	% (B/A)	Number (C)	% (C/A)		No. (E)	% (E/D)	Number (F)	% (F/A)
<b>Employees</b>										
Male	102	0	0	102	100	896	28	3	868	97
Female	19	0	0	19	100	145	0	0	145	100
<b>Other than Permanent</b>										
Male	0	0	0	0	0	13	0	0	13	100
Female	0	0	0	0	0	2	0	0	2	100
<b>Workers*</b>										
<b>Permanent</b>										
Male	131	46	35	85	65	880	64	7	817	93
Female	26	5	19	21	81	87	23	15	74	85
<b>Other than permanent</b>										
Male	62	62	100	0	0	948	249	26	699	74
Female	8	8	100	0	0	6	0	0	6	100

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (Rs)	Number	Median remuneration/ salary/ wages of respective category (Rs.)
<b>Board of Directors (BoD)</b>	3	2,40,000	1	2,70,000
<b>Key Managerial Personnel</b>	2	78,06,000	NIL	NIL
<b>Employees other than BoD and KMP</b>	68	6,36,595	18	4,24,781
<b>Workers</b>	123	1,92,718	19	2,26,003

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

	2023-24	2022-23
<b>Gross wages paid to females as % of total wages</b>	<b>7.51%</b>	<b>8.03%</b>

**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, the plant HR head and administrator, along with corporate HR head, serve as the designated points of contact responsible for addressing any human rights impacts or issues that may arise from the business's activities. They are entrusted with the responsibility of proactively identifying and mitigating any adverse effects that can harm human rights.

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

The Company has an easily accessible internal mechanism for grievance redressal, handled by the HR head and administrator. The HR head and administrator are readily available to receive and address any issues or concerns relating to unethical behavior that may have arisen within the organization, complaints or concerns can be mailed and even conveyed verbally too. The Company strongly condemns all forms of unethical behavior and is committed to upholding its value. In the event of any violation of the Company's values and code of conduct, the HR head and administrator will initiate a thorough investigation and enforce disciplinary measures.

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

Benefits	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
Sexual Harassment	For fiscal year 2023-24 and 2022-23, no complaints were filed under any of the mentioned criteria.					
Discrimination at workplace						
Child Labor						
Forced Labor/Involuntary Labor						
Wages						
Other human rights related issues						

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

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

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

To prevent any adverse consequences to complainants in discrimination and harassment cases, the Company has implemented robust mechanisms. Firstly, it is ensured that the complaints are handled confidentially and with utmost sensitivity. The Company's Human Rights policy protects complainants against any form of retaliation, or harm to their careers. A thorough and impartial investigation is carried out for every complaint, ensuring a fair and unbiased process. The Company prioritizes the well-being and rights of the complainant, striving to create an environment that is free from discrimination and harassment, where every individual feels empowered to report on any they may have.

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

The Company firmly believes in upholding and promoting human rights principles across all aspects of our operations and intends to incorporate Human Rights in our business agreements and contracts.

**10. Assessments of the year:**

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

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

Not Applicable

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

Jindal Poly Films Limited puts a strong emphasis on environmental sustainability and encourages employees to assess the environmental impacts of the products and operations and frame mitigation strategies for adverse impacts, if any, where these cannot be avoided. The Company is resolute to operate all its units in an environmentally friendly manner while protecting the health and safety of the employees by adhering to the applicable national environmental regulations and preservation of natural resources.

The Company is committed to reducing the adverse effects on the environment by taking responsibility and accountability for its actions. Jindal Poly Films Limited is certified with ISO 9001 and has taken several initiatives such as the installation of solar power, recycling and conservation of water, reduction of wastages, innovative packaging solutions, etc. to ensure a clean environment for sustainable development.

**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
<b>From renewable sources</b>		
Total Electricity consumption (A)	0	0
Total Fuel Consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	0	0
<b>From non-renewable sources</b>		
Total electricity consumption (D)	261469620	1528998091
Total fuel consumption (E)	7600	2722953989
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	261477220	4251952080
<b>Total energy consumed (A+B+C+D+E+F)</b>	261477220	4251952080
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	0.0481	0.1722
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	0	0
<b>Energy intensity in terms of physical output</b>	7.25	
Energy 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.

**2. Does the Company 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.**

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 kilo liters)</b>		
(i) Surface water:	9,168	9,297
(ii) Groundwater	0	0
(iii) Third party water	0	1116110
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilo liters) (i + ii + iii + iv + v)</b>	<b>9,168</b>	<b>1125407</b>
<b>Total volume of water consumption (in kilo liters)</b>	<b>9,168</b>	<b>1125407</b>
<b>Water intensity per rupee of turnover</b> (Total Water consumed / Revenue from operations)	0.00000169	0.000026'
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	NA	NA
<b>Water intensity in terms of physical output</b>	0.000254194	
<b>Water intensity</b> (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.

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

Parameter	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kilo litres)</b>		
(i) To Surface water	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>0</b>	<b>0</b>

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



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

The Company possesses an Effluent Treatment Plant (ETP) in the GNL division that effectively processes the wastewater, subsequently repurposing it for toilet flushing and gardening activities. As a result, there is no discharge of wastewater into the environment.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	mg/Nm <sup>3</sup>	0	21.59
Sox	mg/Nm <sup>3</sup>	0	14.51
Particulate Matter (PM)	mg/Nm <sup>3</sup>	0	26.73
Persistent Organic Pollutants (POP)	Not Applicable		
Volatile organic Compounds (VOC)			
Hazardous air pollutants (HAP)			
Others- please specify			

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

\*The information presented above (for PM, Sox, and NOx) pertains exclusively to the Nashik plant and Non-Woven division only, does not encompass data from corporate office.

**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)	Metric tons of CO <sub>2</sub> equivalent	337.11	258071
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)	Metric tons of CO <sub>2</sub> equivalent	51729.2	301552
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tons of CO <sub>2</sub> equivalent Per INR	0.00000959	1.3
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)	Not Applicable		
Total Scope 1 and Scope 2 emission intensity in terms of physical output			
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.

**8. Does the Company have any project related to reducing Greenhouse Gas emissions? If yes, then provide details.**

The company has planned to install 2.1 MW Roof top Solar and sourcing the remaining energy from the Solar Park to reduce the GHG Emissions.



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

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tons)</b>		
Plastic waste (A)	372	5641
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery Waste (E)*	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	2.8	112
Other Non-hazardous waste generated (H). Please specify- (Break-up by composition i.e. by materials relevant to the sector)	143	12061
<b>Total (A+B + C + D + E + F + G + H)</b>	528	17814
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	0.0000972	0.0000476
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	NA	NA
<b>Waste intensity in terms of physical output</b>	0.0146	0.0087
<b>Waste intensity (optional) – the relevant metric may be selected by the entity</b>	NA	NA
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	NIL	NIL
(ii) Re-used	NIL	NIL
(iii) Other recovery operations	NIL	NIL
<b>Total</b>	NIL	NIL
<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	0	0
(ii) Landfilling	0	0
iii) Other disposal operations	Used Oil : 2800 Ltrs (Disposed through MPCB Authorized vendor) Monomer : 2950 Ltrs (Disposed through MPCB Authorized vendor) Paper core disposal to outside recycler: 143.08 MT	12173
<b>Total</b>	149	12173

**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.

- 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 waste.**

The Company diligently follows the guidelines and regulations concerning waste management, as established by the Pollution Control Boards. The Company's unwavering commitment ensures that waste disposal practices are fully compliant with all the necessary licenses and permits. The Company adopts a methodological approach to waste handling, taking in careful consideration factors like the type of waste, its quality, and its potential impact on the environment. Through these measures, the Company upholds its responsibility to environmentally responsible waste management.

- 11. If the Company 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:**

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable, as the Company has no operations in/around ecologically sensitive areas.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes /No)	Results communicated in public domain. (Yes / No)	Relevant Web link
Not Applicable					

- 13. Is the Company 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:**

S. No.	Specify the law / regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
Not Applicable				

**Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.**

Jindal Poly Films Limited strives to operate within specified national and international legislative and policy frameworks to advocate and pursue various causes that are in the larger interests of industry, economy, society, and the public. The Company upholds the principles of public policy advocacy and emphasizes implementing robust corporate governance.

#### ESSENTIAL INDICATORS

- 1. a. Number of affiliations with trade and industry chambers/ associations.**

The Company has an affiliations with Indian Technical Textile Association.

- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a body) the Company 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.	Indian Technical Textile Association	National

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

Name of authority	Brief of the case	Corrective action taken
During the reporting period, Jindal Poly Films Limited maintained a strong commitment to fair competition and conducted its business in strict adherence to legal and ethical standards. As a result, the company did not partake in any instances of anti-competitive conduct.		

**Principle 8: Businesses should promote inclusive growth and equitable development.**

Jindal Poly Films Limited recognizes its responsibilities towards society by ensuring the well-being and creating a positive impact on their lives. The Company has a well-designed Corporate Social Responsibility Policy which is in line with the Companies Act, 2013, and believes to work for wider socio-economic objectives and has always endeavored to meet the expectations of the communities by carrying out the socio-community and development activities.

Jindal Poly Films Limited focuses, particularly on the Community Development of Women, Children, and backward sections of society by initiating education and health programs for their well-being and development and underlines that business success, inclusive growth, and equitable development are interdependent.

**ESSENTIAL INDICATORS**

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain. (Yes / No)	Relevant Web link
Not Applicable					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% Of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

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

The Company has dedicated few team members, who are responsible for regularly monitoring the progress of CSR projects. This team maintains consistent engagement with the communities in the areas where the Company operates. Any grievances that arise are promptly and effectively addressed by the team ensuring timely resolution.

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

Name of authority	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	The Company places a strong emphasis on prioritizing suppliers within the local community and engaging Micro, Small, and Medium Enterprises (MSMEs) for sourcing most of its input materials except the materials which are not available within the local vicinity, or the materials needed procurement from some special sources.	
Directly from within India		

**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	100	100
Semi-urban	0	0
Urban	0	0
metropolitan	0	0

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

**LEADERSHIP INDICATORS**

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

S. No.	CSR Project*	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Provide Nutritional Support to Underprivileged Communities	4798	100%
2	Provide Educational Support to Underserved Communities	2213	100%
3	Farmers’ Livelihood Improvement Project to enhance income multifold	1411	100%
4	Transforming the lives of youth from underprivileged communities by enhancing skills and provide employment assistance to Youth	385	100%
5	Provide primary healthcare services to underserved communities	244	100%

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

With an aim to provide goods and services to the consumers that are safe to use, and in a manner that creates value for both, Jindal Poly Films Limited has an Innovation Program that focuses on new products based on upgraded technology processes and cost-effectiveness without compromising on performance.

Furthermore, the Company values the customer’s choices & needs and captures constructive feedback through a well-established system for dealing with customer feedback and complaints. To register concerns/complaints, the Company has provided multiple options such as email, telephone, website, social media, feedback forms, etc., and an appropriate mechanism in place for addressing and resolving the concerns.

**ESSENTIAL INDICATORS**

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

Complaints are made or submitted via email and are recorded and updated on the Jindal Customer Support System portal. The team makes sure that the concerns are acknowledged within 24 hours and are dealt with appropriately, considering the significance of each issue.

**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	100
Safe and responsible usage	100
Recycling and/or safe disposal	100

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

Benefits	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data privacy	During both the reporting years, the company did not receive any consumer complaints regarding data privacy, advertising, cyber-security, the provision of essential services, restrictive or unfair trade practices.					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other	88	-	-	145	-	-

**\*Note-** Number of consumer complaints received mentioned is as per previously answered in "Section A- part VII. Transparency & disclosure compliance – question 25".

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable	
Forced recalls		

**5. Does the Company 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 organization has a well-established IT policy that is readily accessible.

**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 consumers; 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**

NIL

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

NIL

**c. Impact, if any, of the data breaches**

NIL