

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity		
1.	Corporate Identity Number (CIN) of the Company	L14106UP1995PLC019017
2.	Name of the Company	Jaiprakash Associates Limited
3.	Year of incorporation	1995
4.	Registered office address	Sector - 128, Noida- 201304, U.P.
5.	Corporate address	64/4, Site-IV Industrial Area, Sahibabad, -201010 (U.P.)
6.	E-mail id	jal.investor@jalindia.co.in
7.	Telephone	+91 (120) 2470800
8.	Website	http://www.jalindia.com
9.	Financial year reported	2022-23
10.	Name of the Stock Exchanges where shares are listed	1. NSE
		2. BSE
11.	Paid-up Capital	Rs. 4,909,191,280
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri Sandeep Sabharwal Vice President & Company Secretary Phone : 0120-4963100 Email: sandeep.sabharwal@jalondia.co.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).	Consolidated Basis

II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1.	Cement & Cement Product	Manufacturing of cement, lime and plaster	1.90%
2.	Construction	Construction of building Civil Engineering Specialized construction activities	66.76
3.	Power	Electric power generation, transmission and distribution	0.00
4.	Hotel/Hospitality & Golf Course	Hostels and Hospitality	8.85
5.	Real estate	Real estate activities with own or leased property	21.11
6.	Infrastructure	Other support services to organizations	1.38

15. Products/Services sold by the Company (accounting for 90% of the turnover)

Sl. No.	Product/Service	NIC Code		% of total Turnover contributed
		Section	Description	
1	Engineering, Construction and Real Estate development	F - Construction	41 42 43	87.87
2.	Manufacturing of Cement	C - Manufacturing	23941	1.90
3.	Hotels	I - Accommodation	5510	8.85

Note: Above figures are on consolidated basis.

III. Operations

16. Number of locations where plants and/or operations/offices of the Company are situated:

Location	Number of plants	Number of offices	Total
National	28	28	56
International	4	4	8

17. Markets served by the Company

a. Number of locations

Locations	Number
National (No. of States)	9
International (No. of Countries)	2

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

No Exports

c. Types of customers

Jaiprakash Associates Limited offers a range of significant products and services. These include Engineering and Construction, Cement manufacturing and marketing, Hospitality and Hotels, Real Estate development, as well as Sports initiatives. The company's offerings cater to both the B2B and B2C segments.

IV. Employees

18. Details as at the end of Financial Year, i.e. March 31, 2023:

a. Employees and workers (including differently abled):

SI. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	5,774	5,604	97.05	170	2.95
2.	Other than Permanent (E)	2,273	2,223	97.80	50	2.20
3.	Total employees (D+E)	8,047	7,827	97.27	220	2.73
WORKERS						
4.	Permanent (F)	15,000	11,000	73.33	4,000	26.67
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F+G)	15,000	11,000	73.33	4,000	26.67

b. Differently abled Employees and workers:

SI. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	11	1	9.10	10	90.90
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D+E)	11	1	9.10	10	90.90
DIFFERENTLY ABLED WORKERS						
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	12	1	8.33%
Key Management Personnel	4	0	N.A.

20. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)

	FY 2023			FY2022			FY2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	3%	2%	5%	3%	2%	5%	2%	2%	4%
Permanent Workers	-	-	-	-	-	-	-	-	-

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

21. Name of holding/subsidiary/associate companies/joint ventures

Sl. No.	Name of the holding/ subsidiary/associate companies/joint ventures (A)	Indicate whether Holding/ Subsidiary/ Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1.	Bhilai Jaypee Cement Limited	subsidiary	74	No
2.	Gujarat Jaypee Cement & Infrastructure Limited	subsidiary	74	No
3.	Jaypee Cement Corporation Limited	subsidiary	100	No
4.	Jaypee Assam Cement Limited	subsidiary	100	No
5.	Jaypee Ganga Infrastructure Corporation Limited	subsidiary	100	No
6.	Himalyan Expressway Limited	subsidiary	100	No
7.	Jaypee Agra Vikas Limited	subsidiary	100	No
8.	Jaypee Infrastructure Development Limited	subsidiary	100	No
9.	Jaypee Cement Hockey (India) Limited	subsidiary	100	No
10.	Jaypee Fertilizers & Industries Limited	subsidiary	100	No
11.	Jaypee Uttar Bharat Vikas Private Limited	subsidiary	100	No
12.	Kanpur Fertilizers & Chemicals limited	subsidiary	92.79	No
13.	Himalyaputra Aviation Limited	subsidiary	100	No
14.	Jaiprakash Agri Initiatives Company Limited	subsidiary	100	No
15.	Yamuna Expressway Tolling Limited	subsidiary	100	No
16.	East India Energy Private Limited	subsidiary	100	No
17.	Jaypee Infratech Limited	Subsidiary	60.98	No
18.	Jaypee Healthcare Limited	Subsidiary	100	No
19.	Jaiprakash Power Ventures Limited	Associate	24	No
20.	Madhya Pradesh Jaypee Minerals Limited	JV/Associate	49	No
21.	MP Jaypee Coal Limited	JV/Associate	49	No
22.	MP Jaypee Coal Fields Limited	JV/Associate	49	No
23.	RPJ Minerals Private Limited	Associate	43.83	No
24.	Sonbhadra Menerals Private Limited	Associate	48.76	No

VI. CSR Details

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

Yes.

(ii) Turnover (in Rs.) 43,28,43,68,773

(iii) Net worth (in Rs.) (4,47,72,74,250)

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/ No) (If yes, then provide weblink for grievance redressal policy)	FY2023			FY2022		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	No	-	-	-	-	-	-
Investors (other than shareholders)	Yes http://jalindia.com/attachment/Investor-Grievance_21.pdf	-	-	-	-	-	-
Shareholders	Yes http://jalindia.com/attachment/Investor-Grievance_21.pdf	90	0	-	221	0	-
Employees and workers	Yes http://jalindia.com/attachment/Vigil-Mechanism-cum-Whistle-Blower-Policy.pdf	-	-	-	-	-	-
Customers	Yes http://jalindia.com/contact.html	-	-	-	-	-	-
Value Chain Partners	No	-	-	-	-	-	-
Other (please specify)	No	-	-	-	-	-	-

24. Overview of the Company's business conduct, pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format:

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Economy	Risk	Economic downturns or periods of slow growth can lead to reduced energy demand from industrial, commercial, and residential sectors. Decreased energy demand can affect the revenue and profitability of power companies, particularly those reliant on electricity sales. Volatile energy demand can also impact capacity utilization	Adopting efficient and sustainable practices to withstand the economic uncertainties and increase operational efficiencies	Positive

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Labour Management	Risk	Industry requires a skilled workforce to operate. Economic conditions, demographic shifts, and industry competition can lead to shortages of qualified workers in critical roles. The lack of skilled labour can hamper day-to-day operations, hinder maintenance activities, and impact the overall efficiency.	The company is ensuring compliances of all applicable labour laws as per regulatory requirements and ensuring inclusive management as per best practices.	Positive
3.	Waste Management	Opportunity	Approach to waste management by implementing strategies to reduce, reuse, and recycle waste generated from their operations. By implementing efficient waste management practices, such as segregation, recycling, and proper disposal, power companies can minimize the environmental impact of their waste and contribute to resource conservation.	Handling and disposal of waste as per regulatory requirement.	Positive
4.	Renewable Energy	Opportunity	By seizing the opportunity to diversify their energy sources by investing in renewable energy projects.	-	Positive
5.	Raw Material Sourcing	Risk	The Company rely on various raw materials for its business. Fluctuations in the prices of these raw materials can impact operational costs and profitability.	Long term sourcing is preferred.	Positive
6.	Air Emissions	Risk	Emissions generated can contribute to environmental concerns and climate change. Companies face reputational risks if they are perceived as significant emitters or not doing enough to reduce their environmental impact. Public perception can influence consumer behavior, investor confidence, and stakeholder relationships.	Continuous Efforts to reduce Air Emission	Negative
7.	Local Community	Opportunity	contribute to local economic development by creating job opportunities, stimulating local businesses, and attracting investments to the community.	The Company is extending various educational facilities in the neighbourhood of plants through CSR activities	Positive

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8.	Supply Chain	Opportunity	By actively engaging with suppliers, the company can tap into their expertise and leverage their capabilities to foster a culture of innovation. Through collaborative efforts, the company can work alongside suppliers to explore new ideas, develop advanced solutions, and push the boundaries of technological advancements in the energy sector.	The Company endeavours to promote local suppliers and develop MSME suppliers to augment its supply chain	Positive
9.	Environmental Regulation Change	Risk	Changes in environmental regulations, including emission standards, pollution control requirements, or renewable energy targets, can impose additional compliance costs on the company. Upgrading existing infrastructure, implementing new technologies, or modifying operational processes to meet regulatory requirements may require substantial investments and operational adjustments.	The Company complies all applicable regulations.	Negative
10.	Occupational Health and Safety	Risk	Negative health and safety environment may result in accidents and unnecessary litigation, waste of resources and lower morale of employees.	Identifying, reviewing, controlling and eliminating the all probable causes of risks associated with hazards at workplace. Automation so as to reduce dependence on human involvement	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes										
1.	a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Weblink of the policies, if available	http://jalindia.com/policy.html								

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2.	Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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 the Company and mapped to each principle.	<p>The Company's Hotels at New Delhi, Agra and Mussoorie have been accredited with ISO 9001 for Quality Management System (QMS), ISO 14001 for Environment Management System (EMS), ISO 22000 for Food Safety Management System (FSMS), Hazard Analysis and Critical Control Point (HACCP) , and Jaypee Vasant Continental has also been accredited with ISO 50001 for Energy Management System.</p> <p>Moreover, Indian Green Building Council has conferred LEED certificate in "Gold Category" to the Jaypee Residency Manor, Mussoorie and "Platinum Category" to Jaypee Vasant Continental, New Delhi; and Jaypee Palace Hotel & Convention Centre, Agra has been presented with the "Gold Category" for energy & environmental design of the building.</p>								
5.	Specific commitments, goals and targets set by the Company with defined timelines, if any.	The Company is making an effort by evaluating the possibility of increasing its footprint in this area.								
6.	Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	The Company is in process of achieving Specific commitments, goals and targets.								
Governance, leadership and oversight										
7.	Statement by Director, responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) At Jaiprakash Associates Limited, we have made sustainable development a cornerstone of our business strategy to achieve sustainable and profitable growth. The Company has prioritized key issues after collective deliberation of management and key stakeholders. These key issues include Health & Safety, Corporate Governance & Transparency, Energy Security, Social Responsibility, Product Responsibility, Climate Change, and Waste Management.									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	<p>Shri Manoj Gaur DIN Number : 00008480 Designation : Executive Chairman & CEO Telephone number : 0120-4609000 e-mail id : manoj.gaur@jalindia.co.in</p> <p>Shri Sunil Kumar Sharma DIN Number : 00008125 Designation : Vice Chairman Telephone number : 0120-4609000 e-mail id : sunil.sharma@jalindia.co.in</p>								
9.	Does the Company have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	No, however, the Company has a Risk Management Committee and CSR Committee.								

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review provided below taken by Director/Committee of the Board/any other Committee									Frequency (Annually/Half yearly/Quarterly/ Any other – please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9

Performance against above policies and follow up action	As a practice, the policies of the Company are reviewed periodically or on need basis by respective department heads, business heads and executive directors.
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliance with extant regulations as applicable

11.	Has the entity carried out independent assessment /evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide the name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
		The Company is doing the evaluation internally through the CSR Committee of the Board as well as through the Executive Management of the Company.								

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 Principle material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Section C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	The Board engaged itself into various risk-involved and innovative solutions as well as updates on regulatory, safety, and sustainability issues, and prevention of insider trading.	100%
Key Managerial Personnel	1		
Employees other than Board of Directors and KMPs	804	Fire Safety, Risk Assessment	36
Workers	15,000	Zero Accident work Environment	60

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:

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) 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	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil			
Settlement	Nil			
Compounding fee	Nil			
Non-Monetary				
NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	Nil			
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
Nil	

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.

Jaiprakash Associates Limited is committed to the highest standards of ethical conduct in all that it does. The Company has created a comprehensive Sustainable Development Policy that codifies its approach to ensuring that its business practices remain sustainable in the long-term. The Directors and Senior Management of the Company are guided by the Code of Conduct that details their responsibilities towards shareholders, society, and the country.

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

	FY 2022-23	FY 2021-22
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	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 conflict of interest.

Not Applicable

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
12	Environmental Management System Occupational Health and Safety	Approx. 70%

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

The company places a strong emphasis on transparency, integrity, and fair practices. It has implemented comprehensive processes and procedures to identify, prevent, and effectively manage conflicts of interest involving directors and senior management personnel. These measures are specifically designed to uphold the highest standards of professionalism and protect the trust of stakeholders. Through strict adherence to the Code of Conduct, the company ensures that personal interests do not compromise decision-making processes or create any perception of impropriety. This unwavering commitment reflects our dedication to nurturing a robust ethical culture within the organization.

Principle 2: Business 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 products and processes to total R&D and capex investments made by the entity, respectively.

Segment	FY2023	FY2022	Details of improvements in environmental and social impacts
R&D	Nil	Nil	N.A.
Capex	Nil	Nil	N.A.

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

The Company has developed and institutionalized internal processes to ensure that the sources and means of transportation of the raw materials and components which are input to the different projects are sustainable in the long-term. The Company evaluates its major suppliers and contractors to ensure that they are in compliance with legal and environmental norms in their business activities.

The Engineering and Construction Division of the Company primarily undertakes large-scale projects that require specialized machinery and equipment, many of which are imported in order to meet the stringent quality parameters that are adhered to. The raw materials such as cement, steel and construction chemicals, etc. that go into the construction projects are also sourced from reputed national firms. Wherever possible, and with all other factors remaining equal, the Company prefers to procure raw materials and spare parts from vendors and dealers that are nearest to the project sites. Local markets are continuously explored and encouraged to arrange for material suitable for construction. At many of the Company's ongoing project sites – Gujarat, Uttar Pradesh, Jammu and Kashmir, Andhra Pradesh, Telangana State, Bhutan and Nepal – the Company endeavours to hire the manpower locally, as far as possible.

In the Cement Division, majority of the total stores & spares procured are from local suppliers. The Company undertakes Annual Rate Contract agreements with suppliers in order to provide them with certainty regarding the volumes required, and to avoid recurring tendering for regularly procured materials. The Company has always followed the philosophy of 'Reduce, Reuse and Recycle', wherever practically feasible. In Cement Division, for example, fly ash, which was earlier considered as industrial waste, is now being recycled and used as a process material in the cement plants. Around 30% of fly ash used in PPC grade is either generated from the captive power plants, or purchased from the market. This reduces the clinker requirement by about 30%.

In the Hospitality Division, during the year 100% of procured materials are sourced from local suppliers.

Within the Engineering and Construction Division, due to the nature of the business, there is limited scope for the recycling of products. However, all the Company's project offices make use of a significant level of reusability – the camps and workshops that are erected at each of the sites are made almost entirely of dismantled materials and components taken from earlier project sites. The individual elements like doors and window frames are designed in such a way as to be sturdy, and also be easily reusable. Excavated materials, stones and boulders are reused for the back-fill and construction activity, and any steel scrap is disposed off to agencies for re-rolling.

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

No data presently available as yet to fully implement.

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 maintains safety norms at all its sites, which ensures the implementation of safe waste management practices. External auditors conduct audits to verify ongoing compliance and adherence to environmental standards.

At plants, hazardous waste is collected and stored in empty drums and barrels, which are then kept in a covered shed within an isolated and fenced area. This storage method follows the guidelines outlined in the Hazardous Waste (Management, Handling, and Transboundary Movement) Rules.

- (a) Plastics (including packaging) : Plastic waste is disposed off through authorized vendors.
- (b) E-waste : E-waste is disposed of through Agencies possessing E-waste Licence issued by State Govt., like Delhi Pollution Control Committee
- (c) Hazardous waste : Hazardous waste is disposed of through Agencies who are authorized to reprocess Hazardous waste / possessing Licence for the same, issued by State Govt. like UP Pollution Control Board
- (d) other waste : Use of Organic Waste Converter / composter to treat wet garbage & recycle Compost pits for diverting landscape waste

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

Not Applicable

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

The LCA is yet to be conducted by the Company

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

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

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY2023	FY2022
Not Applicable		

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format: Not Applicable.

	FY2023			FY2022		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						
Other waste						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Not Applicable

Principle 3: Business should respect and promote the wellbeing of all employees, including those in their value chains.

Essential indicators:

1. a. Details of measures for the wellbeing 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)
Permanent employees											
Male	5604	3183	57	5604	100	-	-	-	-	-	-
Female	170	63	37	170	100	170	100	-	-	-	-
Total	5774	3246	56	5774	100	170	100	-	-	-	-
Other than Permanent employees											
Male	2223	-	-	2223	100	-	-	-	-	-	-
Female	50	-	-	50	100	50	100	-	-	-	-
Total	2273	-	-	2273	100	50	100	-	-	-	-

- b. Details of measures for the wellbeing 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)
Permanent Workers											
Male	11,000	11,000	100	11,000	100	-	-	-	-	-	-
Female	4,000	4,000	100	4,000	100	-	-	-	-	-	-
Total	15,000	15,000	100	15,000	100	-	-	-	-	-	-
Other than PermanentWorkers.											
Male	2100	2100	100	2100	100	-	-	-	-	-	-
Female	173	173	100	173	100	-	-	-	-	-	-
Total	2,273	2,273	100	2,273	100	-	-	-	-	-	-

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

Benefits	FY2023			FY2022		
	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	93.39	82.00	Yes	95	80	Y
Gratuity	93.39	39.00	Yes	95	37	Y
ESI	15.00	15.00	Yes	-	15	Y
Others- please specify	-	-	-	-	-	-

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 Company has established ramps and lifts within its premises, ensuring accessibility for differently abled individuals. Such initiatives reflect the company's dedication to fostering an equitable and welcoming atmosphere that values diversity and considers the needs of every individual.

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 is committed to providing a work environment in which every employee is treated fairly, has the opportunity to contribute to business success and also to realize their full potential as individuals. The Company strives for proactive improvement of its relationships with all its employees, and accomplishes this through organized structures and programs by the Human Resources department at both Corporate and unit levels

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	95%	5%	-	-
Female	95%	5%	-	-
Total	95%	5%	-	-

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

	Yes/No
	(If yes, then give details of the mechanism in brief)
Permanent workers	Yes, Redressal can be sought from Team Leaders right up to the level of the Head of Project
Other than permanent workers	
Permanent employees	
Other than permanent employees	

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

Category	FY2023			FY2022		
	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	5,774					
-Male	5,604	Nil	Nil	-	-	-
-Female	170	Nil	Nil	-	-	-
Total Permanent Workers	15,000	Nil	Nil	-	-	-
-Male	11,000	Nil	Nil	-	-	-
-Female	4,000	Nil	Nil	-	-	-

8. Details of training given to employees and workers:

Category	FY2023					FY2022				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees										
Male	5,604	2,061	36.77	2,241	40	1,150	865	75	758	66
Female	170	68	40.2	50	29	14	4	29	1	4
Total	5,774	2,129	37	2,291	39	1,164	869	75	759	65
Workers										
Male	11,000	6,600	60	4,400	40	1,727	776	45	475	28
Female	4,000	2,800	70	2,000	50	44	4	9	5	11
Total	15,000	9,400	62	6,400	42.6	1,771	780	44	480	27

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

Category	FY2023			FY2022		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	5,604	5,604	100	1,150	1,150	100
Female	170	170	100	14	14	100
Total	5,774	5,774	100	1,164	1,164	100
Workers						
Male	11,000	6,600	60	776	753	97
Female	4,000	2,800	70	2	1	50
Total	15,000	9,400	62	778	754	97

10. Health and safety management system:

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

“Yes, occupational health and safety management system coverage is as per ISO 45001. The Jaypee Group endeavours to prevent all injuries and work-related illnesses. It recognises health and safety as an integral part of its operations by promoting “Zero Harm” in its operations. It aspires to set the highest standards required to comply and exceed applicable statutory health and safety requirements. It provides appropriate trainings to employees, associates and suppliers to help them work safely. The system helps in assessing risks and provide controls on health and safety hazards in operations and activities. Regular assurance programs are conducted and timely actions are taken. The systems ensures that incidents are reported timely, investigated for root causes and deployment of lessons learnt across the Group companies.”

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

A well-defined safety observation system, hazard identification and risk assessment procedures is in place. The Company adheres to

1. Hazard identification and assessment
2. Inspections
3. Audits
4. Safety observations systems.
5. Risk Assessment and control measures

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

Yes, The Company places great emphasis on maintaining a safe and secure working environment by implementing Hazard Identification and Risk Analysis (HIRA) as a fundamental component of its system. This proactive approach allows the company to address potential hazards promptly, take necessary corrective actions, and emphasizes the importance of maintaining a safe and secure working environment.

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

Yes, the Company has established medical centers at its sites, offering free medical support to not only its employees but also their families, as well as residents and visitors from the surrounding neighborhood. This initiative ensures accessible healthcare services for a wide range of individuals associated with the company and the local community.

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

Safety Incident /Number	Category	FY2023	FY2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

The Company places considerable emphasis on health and safety throughout its operations and displays commitment to ensure that high standards are maintained in compliance with all applicable laws and regulations. The Company’s Safety Policy comprises a statement of the Organization’s objectives regarding Safety of Man and Equipment in operation at work sites. The Management’s endeavour is to establish a risk-free and “Zero Accident” work environment. Safety training is imparted to employees to make them aware of the procedures that need to be followed while working.

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

	FY2023			FY2022		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100
Working Conditions	100

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.

The Company took proactive measures by providing extensive and specialized training to the workmen specifically for executing the shutdown work. By offering hands-on training and practical experience, the company aimed to enhance the workmen's skills and proficiency in conducting shutdown activities, thereby minimizing the risk of errors or accidents during the process.

Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).
No
- Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.
No
- Provide the number of employees / workers having suffered grave consequences due to work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total No. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY2023	FY2022	FY2023	FY2022
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

- Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?(Yes/ No)
No
- Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	-
Working Conditions	-

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

Not Applicable

Principle 4: Business should respect the interests of and be responsive to all its stakeholders

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

The Company has identified its stakeholders and takes steps to engage with them through various formal and informal processes. The major stakeholders have been identified and classified as:

- Employees
- Customers
- Shareholders/Investors/Lenders
- Communities
- Business Partners/Contractors/Vendors
- Contract workers
- Government Bodies

2. List stakeholder groups identified as key for the Company and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Banks and Institutions	No	Through meetings, e mails, regular reports	On regular basis	“Financing, Bank guarantees, working capital requirement and CapEx”
Customers	No	“Official communication channel, website, social media, emails and meetings”	On regular basis	Power Supply and Billing
Employees	No	“Website, Circulars, Notification etc on Notice Boards, e mails”	On regular basis	“Training, orientation, employee well-being, health care, safety”
Regulatory Authorities	No	“Official communication channel, website, social media, emails and meetings”	Frequent as and when	“Compliances, Suggesting, Policy improvements, “
Investors/ Shareholders	No	“General Meetings, News Paper publications, Websites, Social Media”	“Quarterly/Half yearly/ Annual”	“To educate about Company’s growth prospects and present working”
Civil Society	No	“Newspapers, Meetings in the locality, website”	Frequent as and when	“CSR, Local area development, Help in cultural activities,”
Suppliers	No	“Official communication channel, website, social media, emails and meetings”	Frequent as and when	Timely supply of inputs, Quality Assurance, Development of potential suppliers

Leadership Indicators

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

The Company diligently acknowledges its duty to partner with policymakers and relevant stakeholders. It remains steadfast in its dedication to transparent and ethical communication of its viewpoints. Furthermore, it actively seeks feedback from diverse stakeholders to foster an engaged and collaborative approach.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes, the Company actively engages with its stakeholders through regular consultations, leveraging their input and insights to support the identification and effective management of various topics. These consultations serve as a valuable platform for understanding stakeholder perspectives, addressing their concerns, and fostering collaborative decision-making.

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

None

Principle 5: Business should respect and promote human rights
Essential Indicators

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

Category	FY2023			FY2022		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	5,774	2,078	36	1,164	Nil due to Covid -19 Pandemic	
Other than Permanent	2,273	818	36	116		
Total Employees	8,047	2,896	35	1,280		
Workers						
Permanent	-	-	-	778	Nil due to Covid -19 Pandemic	
Other than Permanent	-	-	-	1,764		
Total Workers	-	-	-	2,542		

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

Category	FY2023						FY2022			
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	5,774	5,774	100	-	-	1,164	1,164	100	-	-
Male	5,604	5,604	100	-	-	808	808	-	-	-
Female	170	170	100	-	-	356	356	-	-	-
Other than Permanent	-	-	-	-	-	116	116	100	-	-
Male	2,223	2,223	100	-	-	78	78	-	-	-
Female	50	50	100	-	-	38	38	-	-	-

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)	11	10,45,000	1	7,80,000
Key Managerial Personnel (KMP)	4	1,25,23,750	-	-
Employees other than BoD and KMP	7,827	3,21,908	220	2,81,070
Workers	11,00	1,09,407	4,00	89,503

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, Top management is sensitive to Human Rights violation issues and cognizance is taken whenever there is such instance. In such eventuality the top management is prepared to form a committee of responsible executives, depending on the severity of the instance, to investigate in to the matter. The Company has always been committed to developing an organizational culture that supports internationally recognized human rights, as well as the human rights enumerated in the Constitution. The Company takes steps to ensure that human rights principles are upheld within its workplaces. The Company is committed to its cherished value 'Growth with a Humane Face' while dealing with people, whether internal or external to the organization. The policy covers the Company, its subsidiaries.

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

The Company has always been committed to developing an organizational culture that supports internationally recognized human rights, as well as the human rights enumerated in the Constitution. The Company takes steps to ensure that human rights principles are upheld within its workplaces. The Company as a whole is committed to its cherished value 'Growth with a Humane Face' while dealing with people, whether internal or external to the organization.

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

	FY2023			FY2022		
	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/ Involuntary 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. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The company has established a vigil mechanism cum Whistleblower policy that provide a range of protections to individuals who disclose any instances of unethical practices occurring within the workplace. The link for the policy : <http://jalindia.com/attachment/Vigil-Mechanism-cum-Whistle-Blower-Policy.pdf>

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

Yes

9. Assessment for the year:

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	100
Forced Labour/Involuntary Labour	100
Sexual Harassment	100
Discrimination at workplace	100
Wages	100
Other- please specify	100

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

Not Applicable

Leadership Indicators

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

In FY 2022-23, the company has reported no grievances, indicating that no modifications or new processes were required

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

Nil

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

The company has implemented ramps and lifts within its premises, aiming to enhance accessibility for individuals with diverse abilities. These thoughtful incorporations not only underscore the company's dedication to fostering inclusiveness but also contribute to creating a more user-friendly and adaptable setting for all community constituents.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	Nil
Child Labour	Nil
Forced Labour/Involuntary Labour	Nil
Wages	Nil
Others – please specify	Nil

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

Not Applicable

Principle 6: Business 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	FY2023	FY2022
Total electricity consumption (A)	16,31,48,71,69,710.00 KJ	65,30,48,55,42,498.00 KJ
Total fuel consumption (B)	1,41,54,36,50,08,824.70 KJ	5,39,58,58,91,65,119.20 KJ
Energy consumption through other sources (C)	18,08,64,55,512 KJ	25,50,74,97,170 KJ
Total energy consumption (A+B+C)	1,58,03,93,86,34,046.70 KJ	6,05,14,58,22,04,787.20 KJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	365.12 KJ per Rupee.	1433.97 KJ Per Rupee.
Energy intensity (optional) – the relevant metric may be selected by the Company	–	–

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.

No

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

Parameter	FY2023	FY2022
Water withdrawal by source (in kilolitres)		
(i) Surface water	36,000	6,600
(ii) Groundwater	4,11,760	2,30,700
(iii) Third party water	2,09,571	1,79,467
(iv) Seawater / desalinated water	0	0
(v) Others	12,08,97,025	1,13,55,333,09

Parameter	FY2023	FY2022
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	12,15,54,356	1,13,59,50,076
Total volume of water consumption (in kilolitres)	12,15,43,903	1,13,59,38,646
Water intensity per rupee of turnover (Water consumed / turnover)	0.0028080322 KL/Rupee.	0.026917594 KL/Rupee.
Water 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.

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

The Company has proactively engaged in water conservation initiatives, including the implementation of rainwater harvesting practices. Substantial reservoirs have been constructed, featuring extensive surface areas and impressive storage capacities. Within the cement plants, a sophisticated water management system has been introduced to minimize water consumption during operations, facilitate the recycling and recharging of wastewater, and achieve a zero-discharge outcome.

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

Parameter	Unit	FY2023	FY2022
NOx	MT	Nil	Nil
SOx	MT	Nil	Nil
Particulate matter (PM)	MT	Nil	Nil
Persistent organic pollutants (POP)	Nil	Nil	Nil
Volatile organic compounds (VOC)	Nil	Nil	Nil
Hazardous air pollutants (HAP)	Nil	Nil	Nil
Others – please specify	Nil	Nil	Nil

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. Yes, The on-line real time data is transmitted to

Pollution Control Board, Bhopal. "M/s. Vardan Envirolab (BINA) M/s. Vardan Envirolab (JNSTPP) ". "M/s. J.M Envirolab (BINA) M/s. Vardan Envirolab (JNSTPP)"

6. Provide details of greenhouse gas emissions (Scope1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY2023	FY2022
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Not Monitored	Not Monitored
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Not Monitored	Not Monitored
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.

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

Not Yet

8. Provide details related to waste management by the Company, in the following format: Nil

Parameter	FY2023	FY2022
Total Waste generated (in metric tonnes)		
Plastic waste (A)		
E-waste (B)		
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous Waste. Please specify, if any. (G)		
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Total (A+B + C + D + E + F + G + H)		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) Nil		
Category of waste		
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations		
Total		
For each category of waste generated, total waste disposed of through disposal method (in metric tonnes) Nil		
Category of waste		
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		
Total		

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

9. Briefly describe the waste management practices adopted in your establishment. 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.

The Company strictly adheres to the Rules for the reception, collection, and storage of hazardous waste. The hazardous waste generated is collected in drums/barrels or similar collection bins and stored in a dedicated covered storage shed with an impervious lining. The storage area is isolated to prevent any potential contamination.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format: Not Applicable
11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

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
EIA Not Conducted						

12. **Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection Act and rules thereunder (Y/N).**

If not, provide details of all such non-compliances, in the following format:

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
	Nil	Nil	Nil	Nil

Leadership Indicators -

1. **Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:**

Parameter	FY2023	FY2022
From renewable sources		
Total electricity consumption (A)		
Total fuel consumption (B)		
Energy consumption through other sources (C)		
Total energy consumed from renewable sources (A+B+C)		
From non-renewable sources		
Total electricity consumption (D)	16,31,48,71,69,710.00 KJ	65,30,48,55,42,498.00 KJ
Total fuel consumption (E)	1,41,54,36,50,08,824.70 KJ	5,39,58,58,91,65,119.20 KJ
Energy consumption through other sources (F)	18,08,64,55,512 KJ	25,50,74,97,170 KJ
Total energy consumed from non-renewable sources (D+E+F)	1,58,03,93,86,34,046.70 KJ	6,05,14,58,22,04,787.20 KJ

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

Parameter	FY2023	FY2022
Water discharge by destination and level of treatment (in kilolitres)		
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		
Total water discharged (in kilolitres)		

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.

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

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

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format: NIL

Parameter	FY2023	FY2022
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

Parameter	Unit	FY2023	FY2022
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Data not captured	Data not captured
Total Scope 3 emissions per rupee of turnover	-	-	-
Total Scope 3 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.

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

Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
	Nil		

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
The company maintains a comprehensive risk management policy with the following objectives:
- Identification, assessment, quantification, and effective mitigation of all existing and potential material risk exposures faced by the company.
 - Establishment of a robust framework for the risk management process.
 - Ensuring a consistent and systematic evaluation of risks associated with both the construction and operation phases of power projects.
 - Ensuring sustained business expansion while upholding financial stability, among other goals.
8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?
No such event reported to the Company
9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
Nil

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.**
5
- b. **List the top 10 trade and industry chambers/associations (determined based on the total members of such 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.	Confederation of Indian Industry (CII)	National
2.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3.	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
4.	PHD Chamber of Commerce and Industry (PHDCCI)	National
5.	Cement Manufacturers Association (CMA)	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 the authority	Brief of the case	Corrective action taken
Nil		

Leadership Indicators

Details of public policy positions advocated by the Company:

S. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/ Others- please specify)	Web Link, if available
Nil					

Principle 8: Businesses should promote inclusive growth and equitable development
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 the 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	Amount paid to PAFs in the FY (In INR)
Not Applicable						

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

The Company is implementing the same shortly

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

FY2023	FY 2022
Directly sourced from MSMEs/small producers	Substantial portion of total purchases are sourced from MSMEs/Small producers. However, no separate records are being maintained for such procurements.
	Relevant figures for previous years are not available for comparison, as separate records are not kept in respect of procurement from MSMEs/small producers
Sourced directly from within the district and neighbouring districts	Suppliers within the District and neighbouring districts are given priority when items of required specifications/ make/ model are available. However no separate records based on geography/ location of supplies are kept
	Relevant figures for previous years are not available for comparison, as separate records are not kept in respect of procurement within the district and neighbouring districts

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (In INR)
Not Applicable			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
No
- (b) From which marginalized /vulnerable groups do you procure?
Not Applicable
- (c) What percentage of total procurement (by value) does it constitute?
Not Applicable
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Nil				

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

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

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1.	Education	-	-

Note : The Company has not assessed number of persons benefitted from CSR projects

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.

The Company is committed to delivering a consistent standard of product quality and service, as well as a high level of customer engagement in order to best serve its customers' needs and concerns.

In Cement Division: Dealer Satisfaction survey was conducted in the area of operation covering all the dumps with the objective of feedback from actual consumer/dealer to get the picture of satisfaction of the customers. The Parameters covered for the study were: 1) Overall Satisfaction, 2) Satisfaction with product Quality, 3) Quality of Sales Service, 4) Quality of Technical Service, 5) Profitability and Commercial Terms, 6) Price Management and Brand Image.

In Real Estate: As an initiative to achieve higher customer satisfaction, the Customer Response Cell (CRC) was set up to handle various requests, complaints and queries raised by customers. This cell works in co-ordination with various departments of the Company: Sales, Commercial, Legal and Construction - and facilitates the relationship between the customer and the Company. The basic purpose of CRC is to deal with queries and complaints of customers on a day-to-day basis, which are received via mail, telephone or personal visits to the office. To gauge customer satisfaction, the company has also arrange independent surveys on a periodic basis using questionnaires and personal interviews with the customers. The results of the survey are taken as feedback to improve the products, systems and business processes. The findings of the survey help in planning to serve the customers in better ways. In order to facilitate smooth handover of possession to customers for units that are ready for occupation and to address any issues faced by the customer post occupation, the Company has also set up a Facility Management Group (FMG) with a dedicated help desk to receive and address customer queries.

In Hospitality/Hotels Division: The Company has put in place robust mechanisms i.e. Mobicon International Services for data management and Real Time Guest Comments Management to disseminate the feedback forms obtained from the guests, for follow up with the concerned department on regular basis for corrective action as and when required. The hotels

have implemented Guest Feedback System called E-Survey to ensure “zero defect services”

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: Nil**

	FY2023		Remarks	FY2022		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	N.A.	-	-	N.A.
Advertising	-	-	N.A.	-	-	N.A.
Cyber- security	-	-	N.A.	-	-	N.A.
Delivery of essential services	-	-	N.A.	-	-	N.A.
Delivery of essential services	-	-	N.A.	-	-	N.A.
Restrictive Trade Practices	-	-	N.A.	-	-	N.A.
Unfair Trade Practices	-	-	N.A.	-	-	N.A.
Other (product related)	-	-	N.A.	-	-	N.A.

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

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

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 Company has implemented a comprehensive Cyber Security Policy to safeguard the security of its data and technology infrastructure. This policy ensures the protection of sensitive information and aims to prevent cyber threats and attacks. The company is committed to maintaining the highest standards of cybersecurity and continually enhancing its security measures to mitigate risks.

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

Leadership Indicators

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

Products and services of the company can be accessible on the company’s website at <http://jalindia.com/>

Our Social Media channels

Linkedin:<https://www.linkedin.com/company/jaiprakash-associates-limited/?originalSubdomain=in>

Facebook : <https://www.facebook.com/jaypeeegroup/>

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

The Company is committed to thoroughly informing and educating consumers about the safe and responsible usage of its products. At each stage, the Company holds the belief in consistently providing customers with comprehensive information.

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

Not Applicable

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as whole? (Yes/ No)

Yes. The Company ensures that all product and service-related communication is timely and accurate. Cement is one of the major product that the Company manufactures, for which product labeling is done in compliance with labeling requirements regarding brand name, weight, grade, name and address of the manufacturer, etc.

Yes. In the Cement Division, the Company carried out a Dealer Satisfaction survey across its operational regions, encompassing all outlets. The primary goal was to obtain feedback from real consumers and dealers in order to assess customer satisfaction levels. Within the real estate sector, the Company also organizes regular independent surveys to evaluate customer satisfaction. These surveys involve the distribution of questionnaires and the conduct of personal interviews with customers. The insights derived from these surveys are utilized as constructive feedback to enhance products, systems, and overall business processes. The survey findings play a pivotal role in shaping strategic plans aimed at delivering an enhanced customer experience.

5. Provide the following information relating to data breaches:

- a. Number of instances of data breaches, along with impact : Nil
- b. Percentage of data breaches involving personally identifiable information of customers : Nil