

18th July, 2023

The BSE Limited
Department of Corporate Services
Floor 1, New Trading Ring
Rotunda Building, P.J. Towers
Dalal Street, Fort
Mumbai 400 001.
Scrip Code - 520057

National Stock Exchange of India Ltd.
Exchange Plaza, 5th Floor,
Plot No. C/1, G Block
Bandra – Kurla Complex
Bandra (E)
Mumbai 400 051.
Symbol – JTEKTINDIA; Series – EQ

Sub: Business Responsibility and Sustainability Report for the F.Y. 2022-23.

Dear Sirs,

Pursuant to the Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report ('BRSR') for the Financial Year 2022-23, which also forms part of the Annual Report for the Financial Year 2022-23.

You are requested to please take the same on record.

The same will also be available on the website of the Company at <http://www.jtekt.co.in/>.

Thanking you,

Yours faithfully,
For **JTEKT India Limited**

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Digitally signed by SAURABH
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Saurabh Agrawal
Company Secretary

Regd. Office : UGF-6, Indra Prakash 21, Barakhamba Road, New Delhi - 110 001, India.
Tel : +91 11 2331 1924 / 2332 7205, **Telefax :** +91 11 2332 7205
CIN : L29113DL1984PLC018415, **Website :** www.jtekt.co.in

Corporate Office : 38/6, Delhi-Jaipur Road, NH-48, Gurugram - 122 001, Haryana, India.
Tel : +91 124 468 5000, **Fax :** +91 124 410 4611.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L29113DL1984PLC018415
2.	Name of the Listed Entity	JTEKT India Limited
3.	Year of incorporation	1984
4.	Registered office address	UGF-6 Indraprakash, 21, Barakhamba Road, New Delhi 110001.
5.	Corporate address	38/6, NH-8, Delhi-Jaipur Road, Gurugram 122001, Haryana.
6.	E-mail	investorgrievance@jtekt.co.in
7.	Telephone	+91 (11) 2331 1924, 2332 7205
8.	Website	www.jtekt.co.in
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11.	Paid-up Capital	INR 244,480,469/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Saurabh Agrawal, Company Secretary Email: saurabh.agrawal@jtekt.co.in Contact Number: (+91) 0124-4685000
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	Disclosures made in this report are on a standalone basis.

II. Products/services

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacturing and assembling of automotive components	99.05%

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

S.No.	Product/Service	NIC Code	% of total Turnover contributed
1	Automotive components	29301	99.05%

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	6	2	8
International	0	0	0

17. Markets served by the entity

a. Number of locations

Locations	Number
National (No. of States)	9
International (No. of Countries)	3

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

3.51%

c. A brief on types of customers

Revenues of the Company are largely on a Business-to-Business basis to OEM customers as a tier 1 supplier. The Company manufactures innovative products such as steering systems, driveline components etc. that satisfies the customers all over

the world. Company is supplying automotive products to OEM's like Maruti Suzuki, TATA Motors, Honda, Toyota Kirloskar, Renault Nissan, Mahindra & Mahindra, E-Z-Go Textron, USA, Trenton Pressing LLC, USA, Jtekt Column Systems, France for commercial vehicles, passenger vehicles & now the Company is also planning for supplying automotive components to OEM's which are producing electrical vehicles in India.

IV. Employees

18. Details as at the end of Financial Year

a. Employees and workers (including differently abled)

Sl. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	863	833	96.52%	30	3.48%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
3.	Total employees (D + E)	863	833	96.52%	30	3.48%
WORKERS						
4.	Permanent (F)	605	590	97.52%	15	2.48%
5.	Other than Permanent (G)	1427	1409	98.73%	18	1.26%
6.	Total workers (F + G)	2032	1999	98.38%	33	1.62%

b. Differently abled Employees and workers

During the Financial Year 2022-23, the Company did not have any differently abled resources.

19. Participation/Inclusion/Representation of women

	Total	No. and percentage of female	
	(A)	No.(B)	% (B/A)
Board of Directors	10	1	10.00%
Key Management Personnel	3	0	0.00%

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY-22-23 (Turnover rate in current FY)			FY-21-22 (Turnover rate in previous FY)			FY-20-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.09%	1.36%	16.45%	11.36%	0.67%	12.03%	5.70%	0.22%	5.92%
Permanent Workers	39.40%	0.88%	40.28%	30.54%	0.71%	31.24%	19.60%	0.66%	20.26%

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

21. (a) Names 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 listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	JTEKT Corporation, Japan	Holding Company	-	No
2.	JTEKT Fuji Kiko Automotive India Limited	Subsidiary Company	51	No

VI. CSR Details

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

(ii) Turnover (in INR.) : INR 20,73,23,53,275/-

(iii) Net worth (in INR.) : INR 6,76,06,85,150/-

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (if Yes, then provide web-link for grievance redress policy)	FY 22-23 (Current Financial Year)			FY 21-22 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes http://jtekt.co.in/Contact-Us.aspx	0	0	-	0	0	-
Investors (other than shareholders)	Not Applicable	We have no investor other than shareholders					
Shareholders	Yes http://www.jtekt.co.in/investors/ContactForGrievanceRedressal.html	11	0	-	8	0	-
Employees and Workers		0	0	-	1	1	The complaint pending has been duly resolved
Customers	Yes http://www.jtekt.co.in/investors/WhistleBlowerPolicy.html	0	0	-	0	0	-
Value Chain Partners		0	0	-	0	0	-
Other (please specify)		0	0	-	0		-

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

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

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.	Energy Management	Risk and Opportunity	Company is buying a major portion of its energy requirements from the grid. We do not control the input mix of power in the grid. Therefore, we have decided to improve our energy mix and efficiency through the steps mentioned in the approach.	<ol style="list-style-type: none"> Company has put up a solar power generating capacity of 3883 KWP across India in six plants. Company is also constantly working on improving the energy intensity per rupee of revenue. 	Positive : Reduced Green House Gases emissions and less sensitivity to changes in cost of fossil fuels for smooth running of operations
2.	Employee Health & Safety at Workplace	Risk and Opportunity	<p>Risk :-</p> <ul style="list-style-type: none"> Non-compliance with safety measures by employees Non-awareness of hazardous nature of chemicals Not following COVID-19 safety measures <p>Opportunity :-</p> <p>To make our global SHE Policy in line with the best practice of health and safety across the world.</p>	<ol style="list-style-type: none"> Strict adherence to Good Safety mind of employees Focus on reducing the generation of effluent and arresting at the source Detailed SOPs for COVID-19, employee training & adherence followed strictly Medical check-up, vaccination drive as per Govt. Regulations Use of digital technology 	<p>Positive :</p> <ul style="list-style-type: none"> Avoid losses of direct & indirect costs involved in running of operations Improve Employee morale leading to decrease in attrition rate and absenteeism

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)
3.	Waste	Risk and Opportunity	Risk :- <ul style="list-style-type: none"> Non compliance to Disposal Requirements Disposal Cost may increase Opportunity :- Reduce-Recycle-Reuse	Disposal of hazardous waste is monitored within permissible limits across the organization	Positive : <ul style="list-style-type: none"> avoid losses of direct & indirect costs involved in running of operations Negative : <ul style="list-style-type: none"> Legal action / penalization from govt. bodies
4.	Water	Opportunity	Reduction in consumption in our processes	Actively reducing reliance and implementing rain water harvesting across all the units Effluent Treatment Plant (ETP)/ Sewage Treatment Plant (STP) is set up across all plants for treatment and reuse of water	Positive : minor impact

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.

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine Principles referred as P1 - P9 as given below:

P1 - Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable

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

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

P4 - Businesses should respect the interests of and be responsive towards all its stakeholders

P5 - Businesses should respect and promote human rights

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

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

P8 - Businesses should promote inclusive growth and equitable development

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity'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. Web Link of the Policies, if available	http://www.jtekt.co.in/Policies.aspx								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your 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 your entity and mapped to each principle.	ISO 14001:2015 (Environment Management System Certification) ISO 45001:2018 (Occupational Health and Safety certification) IATF 16949:2016 (QMS Certification for Automotive Parts)								

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has set an ambitious goal of becoming carbon neutral by 2050, by investing in high quality offset projects and deployment of innovative technologies across the organisation
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Company has successfully met or exceeded most of its environmental targets, demonstrating its commitment to sustainability. Its dedication to environmental stewardship remains unwavering and it is actively working towards achieving its targets in a sustainable manner.

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)	<p>ESG is simply not being compliant with the statutory norms, but it also require concerted effort to move higher periodically in bettering the ESG Score.</p> <p>We will continue to invest in sustainable technologies, engage with stakeholders to address concerns, and actively contribute to the communities in which we operate. Our commitment to ESG principles is not just a responsibility but also an opportunity to create long-term value for our stakeholders and contribute to a more sustainable future.</p> <p>Company has successfully met or exceeded most of its environmental targets, demonstrating its commitment to sustainability. Sometimes, we face challenges due to unforeseen external factors such as regulatory changes, supply chain disruptions, or technological limitation. However we are consistently involved in identifying areas for improvement and implement corrective measures. Our dedication to environmental stewardship remains unwavering and we are actively working towards achieving our targets in a sustainable manner.</p>
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Hitoshi Mogi, Chairman & Managing Director DIN: 08741355
9. Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Mr. Hitoshi Mogi, Chairman & Managing Director drives the sustainability / ESG agenda in the Company, pushing for strong action and has the ultimate responsibility to approve Company's ESG strategy and goals. He reports to the Board and updates them.

10. Details of Review of NGRBCs by the Company

Subject for review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee	Frequency (Annually / Half Yearly / Quarterly / Any other – please specify)																	
		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	As a practice, BR policies of the Company are reviewed periodically or on a need basis by department heads, business heads and executive directors. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedures are implemented.																		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliance with the 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 name of the agency.		The processes and compliances, however, are subject to scrutiny by internal auditors and regulatory agencies, as applicable. The Policies on Quality, Safety, Health and Environment are subject to internal and external audits as part of the ISO Systems certification process and ongoing periodic assessments. Other policies are periodically evaluated and updated by various department heads, business heads and approved by the management or Board. Name of external audit agency is "TUV India Pvt Ltd." for Quality, Safety, Health and Environment.																	

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									
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)									

Not Applicable since the policies of the Company cover all Principles on NGRBCs.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

The Company believes in its own set of principles named JTEKT basic principles, which is the base of work of JTEKT group. Its principles focuses on:

1. The Earth Society and Customers
2. Participation and Ownership
3. Continuous Improvement (Kaizen)
4. Communication
5. Passion

To complement its principles company has a suite of policies related to ethics, transparency and accountability. The Company has a Code of Conduct (Code) which defines the professional and ethical standards that employees and Directors need to adhere to in compliance with all applicable statutory laws, regulations and internal policies. The Company regularly conducts awareness campaigns through face-to-face/online workshops and various training sessions to familiarize employees/directors with the various policies to ensure adherence to the highest standards of ethical behaviour. Apart from this, company also organizes the training sessions for new employees / workmen and provide online certifications for the training taken from online mode.

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	4	Familiarization/awareness program for the Board of Directors/KMPs of the Company is done periodically. The topics cover business, regulations, code of business conduct and ethics and economy. In addition, frequent updates are shared with all the Board members/KMPs apprising them on developments in the Company, key regulatory changes, risks, compliances, and legal cases.	100%
Key Managerial Personnel	4		100%
Employees other than BOD and KMPs	82	Trainings conducted on: JTEKT Way, PO-KE-TE-NA-SHI, HORENSO, POSH, Whistle Blower, Confidential Control Policy, Anti-Trust, Anti Bribery etc.	98.00%
Workers	45		90.00%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies / judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred (Yes/No)
Penalty / Fine	-	BSE/NSE	13,27,500	The Company had failed to comply with requirements of Regulation 17(1)(b) of the Listing Regulations, as it did not have half of the Board members as Independent Directors from July 01, 2021 to November 10, 2021. The fine levied by BSE and NSE on the Company has been duly paid and Non-compliance of Regulation 17(1) of SEBI (LODR) Regulations, 2015 was rectified by the company by appointing Mr. Masahiko Morimoto on November 11, 2021	-
Settlement	-	-	-	-	-
Compounding Fee	-	-	-	-	-
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	-	-		-	-

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
-	-

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

Yes, Company has an anti corruption and anti bribery policy. The main purpose is to ensure fair competition and compliance within business transactions by preventing Company's employees from taking part in any activity related to Corruption and Bribery for the purpose of acquiring wrongful gain in the business.

This Policy is based on the minimal common standards for anti-corruption and anti bribery underlying the Company's Internal Regulations for Anti-Corruption and customized to reflect the Laws in India.

The company takes a zero-tolerance approach to any Corruption and Bribery, and is committed to acting professionally, fairly and with integrity in all its business dealings and relationships, wherever we operate, and towards implementing and enforcing effective systems to counter Corruption and Bribery. The policy is available on Company's website at: www.jtekt.co.in/policies.aspx.

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 22-23	FY 21-22
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

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

Not Applicable

LEADERSHIP INDICATORS

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

Company at time of vendor empanelment ensures that our vendors understand our Code of Conduct and Business Ethics as part of our terms of contract with them.

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
1	Business Principles, Environment Principles, Human Rights and Workplace Practices	100%

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

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

- Company has policy of Code of Conduct of Directors, which clearly states that every director representing the company shall endeavor to avoid conflict of interest and is expected to act in the best interests of Company. The Directors, on an annual basis, provide an affirmation that they have complied with the framework for the financial year and that there were no instances of Conflict of Interest during the year.
- Every Director of the Company is required to disclose his interest in any concern or in any transaction directly affecting the company at the beginning of every year. The details of the aforesaid transactions are also entered into a register prescribed for the purpose under the Companies Act, 2013 and placed before the board for noting. The Rules of the Board stipulate that Directors with an interest in a resolution of the Board shall not participate in such resolution. It is expected to deal fairly with all stakeholders and report all violations to the Chairman of the Board and Company Secretary.
- The Company has established a tradition of best practices in managing conflict of interest through adoption of a strong corporate governance framework. The governance framework adopted by the Company includes independent Board, the separation of the Board's supervisory role from the exclusive management and the constitution of Committees of the Board, generally comprising of Independent Directors to oversee critical areas.

PRINCIPLE 2 - Businesses should provide goods and services in a manner that is sustainable and safe.

ESSENTIAL INDICATORS

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	7.0%	0.4%	Company has decided to replace all diesel run power generators with PNG run Generators. During current Financial Year 22-23, the company incurred an expense of INR. 58.85 million. We expect to complete this project during FY 2023-24. Upon completion, the company will reduce yearly diesel consumption by approx. 2 lakh Litres.

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

Yes, Company practices responsible sourcing with respect to environment, safety, human rights and ethics, apart from economic considerations. It has a code of conduct for its supplier which specifies that they have to follow best possible business practices taking into consideration social, ethical and environmental factor. It has a Green Procurement Guideline with a dedicated Environment Declaration. The Company’s supplier selection, assessment and evaluation process includes elements of sustainability. This includes initial supplier survey, continuous risk assessments and periodic audits.

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

Approximately 90% of inputs were sourced sustainably.

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.

Not Applicable, the Company directly supplies products to OEM customers as a B2B tier 1 supplier and its products are integrated into automobile being produced by its customers, which cannot be reclaimed separately at the end of the life.

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

Yes. Company is in the process of obtaining registration under Extended Producer Responsibility and complying with all the relevant statutory laws. However, with respect to ISO 14001: 2015, all the applicable statutory and regulatory compliances are followed. Further, the Company maintain OCP’s (Operational control procedure) for all type of wastes handling.

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?

Yes, the entity has conducted Life Cycle Perspective/Assessment for its products

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
29301	Automotive components	99.05%	Cradle to gate	No	No

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.

Company’s products don’t present any significant social or environmental risks.

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable	Not Applicable	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	
	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Aluminium used at Aluminium die casting plant (DHR-3)	1.08%	1.16%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format.

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastic (including packaging)	Not Applicable, Company directly supplies products to OEM customers as a B2B tier 1 supplier and its products are integrated into automobile being produced by its customers which cannot be reclaimed separately at the end of the life.					
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, Company directly supplies products to OEM customers as a B2B tier 1 supplier and its products are integrated into automobile being produced by its customers which cannot be reclaimed separately at the end of the life	

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

ESSENTIAL INDICATORS

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

The company is giving maternity benefit to its eligible female employees / workers in accordance to the Maternity Benefit Act 1961. In addition to this, company is also paying onetime reimbursement towards medical expenses on maternity to its permanent employees / workmen (Maximum upto the birth of 2 children) amounting to INR. 25,000/- in case of normal Delivery or INR. 50,000 in case of C-Section.

Category	% of employees covered by										
	Total	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
	(A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	833	833	100.00%	833	100.00%	N.A.	N.A.	833	100.00%	833	100.00%
Female	30	30	100.00%	30	100.00%	30	100.00%	N.A.	N.A.	30	100.00%
Total	863	863	100.00%	863	100.00%	30	100.00%	833	100.00%	863	100.00%
Other than Permanent Employees											
Male	0	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	0	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Total	0	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

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

Category	% of workers covered by										
	Total	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
	(A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	590	590	100.00%	590	100.00%	N.A.	N.A.	590	100.00%	590	100.00%
Female	15	15	100.00%	15	100.00%	15	100.00%	N.A.	N.A.	15	100.00%
Total	605	605	100.00%	605	100.00%	15	100.00%	590	100.00%	605	100.00%
Other than Permanent Employees											
Male	1409	1409	100.00%	1409	100.00%	N.A.	N.A.	N.A.	N.A.	1409	100.00%
Female	18	18	100.00%	18	100.00%	18	100.00%	N.A.	N.A.	18	100.00%
Total	1427	1427	100.00%	1427	100.00%	18	100.00%	N.A.	N.A.	1427	100.00%

- Company has child birth policy for all its permanent employees & workers wherein, company gives the monetary benefits on the birth of first two children.

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

Benefits	FY 2022-23			FY 2021-22		
	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	100.00%	100.00%	Y	100.00%	100.00%	Y
Gratuity	100.00%	100.00%	Y	100.00%	100.00%	Y
ESI	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Others -						
- Leave Encashment	100.00%	100.00%	N.A.	100.00%	100.00%	N.A.
- National Pension Scheme (NPS)	16.11%	N.A.	Y	18.41%	N.A.	Y

3. Accessibility of workplaces.

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Not Applicable. However most of the offices/workplace are well equipped for accessibility to differently abled persons at selected areas.

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

The Company believes in equal opportunity for all its employees, wherein the Company is committed to provide an inclusive work culture and an environment, free from any discrimination. The Company has adopted PRINCIPLES TO PROMOTE THE WELL-BEING OF ALL EMPLOYEES and HUMAN RIGHTS PRINCIPLES defined in Business Responsibility & Sustainability Policy at <http://www.jtekt.co.in/Policies.aspx>. The said principles provides as under: "JTEKT India provides and maintains equal opportunities at the time of recruitment as well as during the course of employment irrespective of caste, creed, gender, race, religion, disability or sexual orientation". It ensures facilities for the well-being of its employees including those with special needs and continuous skill and competence upgrading of all employees by providing access to necessary learning opportunities, on an equal and non-discriminatory basis. Equal treatment of all employees is one of Company's fundamental principles.

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	100.00%	100.00%	There was no worker who availed paternal leave during the year	
Female	100.00%	100.00%		
Total	100.00%	100.00%		

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, there are various mechanisms in the Company to register the grievances and redress the same. We have a practice of an open-door policy for employees and senior management whereby all employees, irrespective of their role or grade in the organization, have access to senior management. We have an embedded Whistle-Blower Policy as a formal platform for the confidential sharing and consequent investigation of grievances. Further, the Company has a policy on prevention, prohibition, and redressal of sexual harassment at the workplace. The Company also educate its employees on the prevention of sexual harassment at the workplace through awareness programmes. Company marks the month of December as a dedicated month to conduct various awareness sessions for prevention of harassment for all its employees with the help of external agencies including renowned lawyers close to this subject.
Other than Permanent Workers	The employees can raise their concern related to: (a) Whistle Blower (i) To the Whistle Blower Committee or Chairperson of Audit Committee of Directors of the Company either by phone; written letter; in face to face meeting; email. (ii) Through External Hotline Report Desk. (b) POSH (i) Through a formal letter to any member of Internal Complaints Committee (ICC) formed under the POSH (Prevention, Prohibition and Redressal) Act, 2013, for grievances pertaining to sexual harassment. Contact Details including email address and phone number of committee members is displayed at all prominent places in our offices and also available on the website of the Company i.e. www.jtekt.co.in .
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	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	863	0	0.00%	888	0	0.00%
- Male	833	0	0.00%	849	0	0.00%
- Female	30	0	0.00%	39	0	0.00%
Total Permanent Workers	605	143	23.64%	549	163	29.69%
- Male	590	143	24.24%	543	163	30.02%
- Female	15	0	0.00%	6	0	0.00%

8. Details of training given to employees and workers.

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and Safety measures No. (B) % (B/A)		On Skill upgradation No. (C) % (C/A)		Total No. (D)	On Health and Safety measures No.(E) % (E/D)		On Skill upgradation No.(F) % (F/D)	
Employees										
Male	833	652	78.27%	798	95.80%	849	836	98.47%	812	95.64%
Female	30	27	90.00%	29	96.67%	39	34	87.18%	39	100.00%
Total	863	679	78.68%	827	95.83%	888	870	97.97%	851	95.83%
Workers										
Male	590	468	79.32%	548	92.88%	543	532	97.98%	509	93.74%
Female	15	13	86.67%	12	80.00%	6	6	100.00%	6	100.00%
Total	605	481	79.50%	560	92.56%	549	538	98.00%	515	93.81%

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total No. (C)	No. (D)	% (D/C)
Employees						
Male	833	751	90.16%	849	783	92.23%
Female	30	29	96.67%	39	34	87.18%
Total	863	780	90.38%	888	817	92.00%
Workers						
Male	590	214	36.27%	532	196	36.84%
Female	15	4	26.67%	6	3	50.00%
Total	605	218	36.03%	538	199	36.99%

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, according to ISO 45001:2018, all Plants of the Company have Occupational Health and Safety Management Systems certification. In accordance with all relevant Health and Safety laws, the Company has established safety standards that are stricter than the required legal requirements. On health and safety, a number of key performance indicators are defined with the goal of reducing incidents related to health and safety. These KPIs are monitored and tracked on a monthly basis by the management.

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

In order to identify work-related hazards and assess risks on a routine and non-routine basis, the company typically follow a systematic process.

The following steps are commonly used:

- **Hazard Identification:** The first step is to identify potential hazards in the workplace. This is done through regular inspections, reviews of incident reports, and discussions with employees.
- **Risk Assessment:** Once hazards have been identified, the next step is to assess the level of risk associated with each hazard. This involves evaluating the likelihood and severity of harm that could result from exposure to the hazard.
- **Risk Control:** Based on the results of the risk assessment, appropriate control measures are implemented to eliminate or minimize the risk. This may involve engineering controls, administrative controls, or personal protective equipment.
- **Monitoring and Review:** Finally, it is important to monitor and review the effectiveness of the control measures that have been implemented. This ensures that they are working as intended and that any necessary adjustments can be made.

Routine hazard identification and risk assessment is conducted on a regular basis, such as annually or quarterly, depending on the level of risk associated with the workplace. Non-routine hazard identification and risk assessment is conducted whenever there is a change in the workplace or work processes that could result in new hazards.

In summary, we use a systematic process to identify work-related hazards and assess risks on a routine and non-routine basis. This involves hazard identification, risk assessment, risk control, and monitoring and review.

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

Yes, The company has the appropriate mechanisms in place to guarantee that the employees' safety is not jeopardized and they are encouraged to talk about any hazards and health concerns related to their employment.

Safety committees with equal employee and worker representation are present at every site of the Company. Workplace hazards are found through a joint audit of the section safety committees, and countermeasures are designed to eradicate them.

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

Yes, the employees are covered under the Company's health insurance and personal accidental policy.

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

Safety Incident / Number	Category	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
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	-	-
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 work place.

Company has implemented a management policy on safety and health, environment, and quality, demonstrating its commitment to protect all of its interested parties from any harm or health danger. To prevent any accidents or injuries at work, the organization has implemented safety precautions. To prevent unforeseen situations and boost labour efficiency, LOTO (Lockout Tagout) procedures have been strengthened for all maintenance staff when working on certain machinery.

Regarding any accident that occurred on the jobsite and steps to prevent further accidents of a similar nature, an action plan is prepared. Additionally, training and awareness sessions are held regularly and at the time of hiring in order to improve employees' safety mindset.

It has also taken active measures to promote health and safety and social distancing efforts, including providing PPEs, masks, hand sanitizers, temperature monitoring on daily basis, gloves to employees in our manufacturing facilities and implemented safety SOP applicable for all the employees and enforced Covid safety guidelines and protocols.

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

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

14. Assessments for the year.

	% of your Plants and Offices that were assessed (by entities 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.

No corrective actions were required as zero incidents were reported during the year and on significant risks/concern arising from assessments of health and safety practices and working conditions

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

(A) Employees - Yes

(B) Workers - Yes

All employees and workers working in the company are covered with **Group Life Term Insurance Policy**, which provides the financial coverage to employees & workers.

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

The Company ensures that statutory dues as applicable to the transactions within its limit are deducted and deposited in accordance with extant regulations. This activity is also reviewed as part of the internal and statutory audit. The Company expects its value chain partners to uphold business responsibility principles and values of transparency and accountability.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment.

	Total no. of affected employees / workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Employees	-	-	Not Applicable	Not Applicable
Workers	-	-	Not Applicable	Not Applicable

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Company provides various levels of transitionary support for continued employability and general transition out of employment. Post retirement, company has a 'Retired Employee Deployment Policy' to rehire them as 'Advisors'. Skill development and on job training have always been a part of the Company's HR policy. Ample opportunities and exposures are given during the

course of employment for all employees to upskill themselves through domain, skills and leadership trainings. The Company ensured there was no job loss on account of pandemic amongst our workforce.

5. 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	Approx. 80%
Working Conditions	Approx. 80%

Prior to working with any supplier, the Company undertakes a business audit and all such points are evaluated on-site. The Company also reviews its suppliers on a regular basis to make sure they are operating in accordance with Company's standards.

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.

Company constantly evaluate its suppliers to make sure they maintain appropriate working conditions as well as health and safety standards.

PRINCIPLE 4 - Businesses should respect the interests of and be responsive to all its stakeholders

ESSENTIAL INDICATORS

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

Key Stakeholders are identified on the basis of the material influence they have on the Company or on how they are materially influenced by the Company's corporate decisions and the consequences of those decisions.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly / Quarterly / others - please specify)	Purpose and scope of engagement including key Topics and concerns raised During such engagement
Employees	No	Written & Verbal Communication (training, issuing guidelines, meetings, email, notice board, website, internal HR software, newsletter, intranet portal, learning modules)	Regular; Need basis	Safety, enhancing efficiency and productivity, professional growth of employees, feedback, training and awareness through regular programs, increasing awareness of all aspects of the business, codes, values etc.
Customers	No	Written and Verbal Communication (meetings, events, technology show, online portals, Email, website, newsletter)	As and when required	Promote and grow business, sharing details about the product, services and new initiatives (if any). Understanding their expectations about products and services and ways to improve, fulfil transactions involved for doing business. Brand Satisfaction Survey, current and future business management, sustainable improvements, offers, etc.
Local communities	No	Written and Verbal Communication, on site community meetings, CSR report, local community engagements	As and when opportunity is identified	Promote education, rural development and healthcare CSR interventions.

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
Vendors/ Suppliers/ Contractors	No	Written and Verbal Communication (Meetings, events, website, email, vendor meet, Contracts, SOPs, guidelines, training, supplier portal, survey).	As and when required	Communicating mutual expectations and obligations clearly. Ensuring compliance of laws by vendors / suppliers / contractors.
Investors/ Funders/ Shareholders	No	Quarterly Results publication to Stock Exchange, Annual Report, Investor and Analyst presentations, Quarterly Financial Follow up reports, Annual Credit Monitoring Arrangement reports and Annual Covenant compliance to Financiers.	Quarterly, Need basis	Financial performance and business updates, Informing investor community about company's value creation model and business strategy for the long term. Helping investors' voice their concerns regarding company's policies, reporting, strategy, etc. Understanding shareholders' expectations.
Legal/ Auditors/ Consultants/ other third party	No	Written and Verbal Communication	As and when required	Compliance to legal requirements, advice on statutory laws related issues.
Regulatory bodies/ Government/ Industry Associations	No	Written and Verbal Communication	As and when required	Compliance related like filing of periodic returns, reports, payment of taxes, etc.
Management/ Board	No	Written Communication (reports, data submission, policies)	Board Meetings with defined frequency. Regular Periodic Review Meetings.	To meet the highest standards of governance. Guidance on smooth operations, improving efficiency and productivity.

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.**

Consultation with the respective stakeholder groups is done, as and when required, by the relevant business and functional heads. Feedback from such consultations, if any, is shared with the Board from time to time.

- 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 has always maintained a regular and proactive engagement with the Company's key stakeholders, allowing it to effectively work on its ESG strategies and be transparent about the outcomes. In response to current regulations and interactions with stakeholders, the Company performs periodic evaluations to update and re-issue policies as needed.

Company has a scheme whereby employees are motivated to share the suggestions on monthly basis. In addition to this, Company roll out employee satisfaction survey every year wherein all the social and environmental parameters are covered. Their submissions are evaluated by the company to identify material issues, as a result, Company improves and revises the policies and activities to better address the key issues.

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

Community: Although none of the stakeholder group is identified as vulnerable/marginalized, the Company engages with some stakeholder groups to understand their needs and provide the support to the extent possible e.g. the Company implement several CSR programs in the areas of education, rural development and healthcare.

PRINCIPLE 5 - Businesses should respect and promote human rights

ESSENTIAL INDICATORS

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

Category	FY2022 -23			FY 2021-22		
	Total (A)	No. of Employees / Workers covered (B)	% (B/A)	Total (C)	No. of Employees / Workers covered (D)	% (D/C)
Employees						
Permanent	863	817	94.67%	888	649	73.08%
Other than Permanent	-	N.A.	N.A.	-	N.A.	N.A.
Total Employees	863	817	94.67%	888	649	73.08%
Workers						
Permanent	605	483	79.83%	549	409	74.50%
Other than Permanent	1427	811	56.83%	1521	N.A.	0.00%
Total Workers	2032	1294	63.68%	2070	409	19.76%

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

Category	FY2022 -23					FY 2021-22				
	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	863	N.A.	N.A.	863	100.00%	888	N.A.	N.A.	888	100.00%
Male	833	N.A.	N.A.	833	100.00%	849	N.A.	N.A.	849	100.00%
Female	30	N.A.	N.A.	30	100.00%	39	N.A.	N.A.	39	100.00%
Other than Permanent	0	N.A.	N.A.	N.A.	N.A.	0	N.A.	N.A.	N.A.	N.A.
Male	0	N.A.	N.A.	N.A.	N.A.	0	N.A.	N.A.	N.A.	N.A.
Female	0	N.A.	N.A.	N.A.	N.A.	0	N.A.	N.A.	N.A.	N.A.
Workers										
Permanent	605	N.A.	N.A.	605	100.00%	549	N.A.	N.A.	549	100.00%
Male	590	N.A.	N.A.	590	100.00%	543	N.A.	N.A.	543	100.00%
Female	15	N.A.	N.A.	15	100.00%	6	N.A.	N.A.	6	100.00%
Other than Permanent	1427	515	36.09%	912	63.91%	1521	567	37.28%	954	62.72%
Male	1409	515	36.55%	894	63.45%	1476	567	38.41%	909	61.59%
Female	18	N.A.	N.A.	18	100.00%	45	N.A.	N.A.	45	100.00%

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

	Male		Female	
	Number	Median remuneration / salary / wages of respective category (Amount/INR)	Number	Median remuneration / salary / wages of respective category (Amount/INR)
Board of Directors (BOD)	9	66,00,600	1	N.A.
Key Managerial Personnel	3	66,00,600	0	N.A.
Employees other than BOD and KMP	830	6,34,974	30	5,32,380
Workers	590	2,99,592	15	1,97,508

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 company have the focal point responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

The Company has framed a committee for addressing and administration of grievances related to human rights or harassment. The committee comprises off Senior Management, whereby grievance(s) / complaint(s) can be raised directly to chairperson/any member of the committee through phone; written letter; in face to face meeting; by mail or can be registered confidentially through external hotline link / reporting desk. Management has exhibited these links at all prominent places and available on the website of the Company i.e. www.jtekt.co.in. For grievances pertaining to sexual harassment, the Internal Complaints Committee (ICC) is constituted in line with the provisions of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 to investigate the case.

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour / Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	1	1	The complaint pending has been duly resolved

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

The Company provides protection against discrimination to employees who makes disclosure or raises a concern under the whistle blower policy where the employee discloses his/her identity.

Para 10 of Company's Whistle Blower Policy, which is available at www.jtekt.co.in, strictly prohibits any attempt of retaliation by anyone against complainant or take any other measures against his or her interest. An employee acting in violation of this clause is subjected to disciplinary measures in accordance with the internal employee regulations.

Cases related to prevention of sexual harassment at work place are treated with utmost sensitivity and confidentially in line with the guidelines of the Sexual Harassment of Women at Work Place (prevention, prohibition and redressal) Act 2013.

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

Yes

9. Assessments for the year (22-23).

	% of your Plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100% assessment was done by the entity in respect of all the parameters
Forced / Involuntary Labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

The Company continually assesses its internal processes time to time and update as per new requirements. Any third party or statutory auditor has not reported any violations and no claims has been received from any authority in past many years.

LEADERSHIP INDICATORS

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

The Company has not received any grievance / complaints with respect to any human right violations during the year. However, the Company is committed to modify and adopt business process to redress the issues as per legal requirements and to meet the necessity of the situation. Company has also Introduced and deployed whistle blower policy, enabled external Hotline number to maintain complete confidentiality of the complainant.

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

The company regularly carry out complete necessary due diligence and for this purpose, a variety of approaches and processes are available to meet the necessary requirements. We have various working group committees to address issues related to health & Safety, Sexual Harassment, Grievance handling, Canteen, Welfare & union management committee.

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

Most of the offices/workplace are well equipped for accessibility to differently abled persons at selected areas.

4. Details on assessment of value chain partners.

	% of value chain partners (by value of business done with such partners) that were assessed
Child Labor	In all of our dealings, the Company expects its value chain partners to uphold the same values, beliefs, and business ethics as the Company. However no formal examination of value chain partners has been conducted
Forced / Involuntary Labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

In all of our dealings, the Company expects its value chain partners to uphold the same values, beliefs, and business ethics as the Company. Declaration of adherence to the Supplier Code of Conduct on the above is obtained from the value chain partners on yearly basis, however no formal examination of value chain partners has been conducted.

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

ESSENTIAL INDICATORS

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	85,566 GJ	75,302 GJ
Total fuel consumption (B)	21,878 GJ	18,920 GJ
Energy consumption through other sources (Solar) (C)	13,411GJ	7,361 GJ
Total energy consumption (A+B+C)	1,20,855 GJ	1,01,583 GJ
Energy intensity per rupee of turnover (<i>Total energy consumption/turnover in rupees</i>)	0.0000058	0.0000063
Energy intensity (<i>optional</i>) – the relevant metric may be selected by the entity	-	-

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

No Independent assessment/evaluation/assurance has been carried out by an external agency.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	68,309	54,762
(iii) Third party water	41,398	38,727
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,09,707	93,489
Total volume of water consumption (in kilolitres)	1,09,707	93,489
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000046	0.0000050
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.

No Independent assessment/evaluation/assurance has been carried out by an external agency.

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

Yes, Company has established waste water treatment system on all the locations where waste water is produced. The waste water is then transported to an Effluent Treatment Plant (ETP) or Sewage Treatment Plant (STP) for treatment and reuse. Water is used inside the company's office buildings that is repurposed for landscaping and toilet flushing. In order to achieve Zero Liquid Discharge (ZLD), the company additionally makes sure that no untreated water is released into the ground or into drains.

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

Gurgaon

Parameter	Please specify unit	FY 2022-23 (Current Financial Year) Process Stack	FY 2021-22 (Previous Financial Year) Process Stack
NOx	mg/NM ³	31.9	33.4
SOx	mg/NM ³	<5	<5
Particulate matter (PM)	mg/NM ³	24.77	21.13
CO (Carbon Dioxide)	%	8.2	8.6
Others – Hydrocarbon	--	--	--

Yes, independent assessment has been done by external agency named Environment Testing Lab, Dharuhera

Parameter	Please specify unit	FY 2022-23 (Current Financial Year) Diesel Genset-1	FY 2021-22 (Previous Financial Year) Diesel Genset-1
NOx	gm/kwh	0.46	Not measured
SOx	gm/kwh	0.021	Not measured
Particulate matter (PM)	gm/kwh	0.09	Not measured
CO (Carbon Monoxide)	gm/kwh	0.32	Not measured
Others – Hydrocarbon	gm/kwh	0.17	Not measured

Yes, independent assessment has been done by external agency named Environment Testing Lab, Dharuhera

Parameter	Please specify unit	FY 2022-23 (Current Financial Year) Diesel Genset-2	FY 2021-22 (Previous Financial Year) Diesel Genset-2
NOx	mg/NM ³	162	Not measured
SOx	mg/NM ³	11.4	Not measured
Particulate matter (PM)	mg/NM ³	63.80	Not measured
CO (Carbon Monoxide)	mg/NM ³	69.3	Not measured
Others – Hydrocarbon	mg/NM ³	26	Not measured

Yes, independent assessment has been done by external agency named Environment Testing Lab, Dharuhera

Dharuhera -1

Parameter	Please specify unit	FY 2022-23 (Current Financial Year) Diesel Genset	FY 2021-22 (Previous Financial Year) Diesel Genset
NOx	gm/Kwh	1.04	0.73
SOx	gm/Kwh	--	0.07
SOx	mg/Nm3	20.40	--
Particulate matter (PM)	gm/Kwh	0.12	0.11
CO (Carbon Monoxide)	gm/Kwh	0.49	0.25
Others – Hydrocarbon	gm/Kwh	0.04	0.07

Yes, independent assessment has been done by external agency named Universal Analytical Lab, Dharuhera

Dharuhera -2

Parameter	Please specify unit	FY 2022-23 (Current Financial Year) Process Stack	FY 2021-22 (Previous Financial Year) Process Stack
NOx	mg/Nm3	<5	14.06
SOx	mg/Nm3	<3	3.87
Particulate matter (PM)	mg/Nm3	30.75	38.2
CO (Carbon Monoxide)	%	<0.2	0.1
Others	--	--	--

Yes, independent assessment has been done by external agency named Environment Pollution Analysis Lab, Bhiwadi, Alwar in FY 2021-22 and Universal Analytical Lab, Dharuhera in FY 22-23

Parameter	Please specify unit	FY 2022-23 (Current Financial Year) DG Genset	FY 2021-22 (Previous Financial Year) DG Genset
NOx	mg/Nm3	0.52	0.56
SOx	mg/Nm3	27.2	21.5
Particulate matter (PM)	mg/Nm3	0.15	0.13
CO (Carbon Monoxide)	gm/Kwh	0.33	0.33
Others – Hydrocarbon	gm/Kwh	0.049	0.045

Yes, independent assessment has been done by external agency named Environment Pollution Analysis Lab, Bhiwadi, Alwar in FY 2021-22 and Universal Analytical Lab, Dharuhera in FY 22-23

Dharuhera -3

Parameter	Please specify unit	FY 2022-23 (Current Financial Year) PNG Genset	FY 2021-22 (Previous Financial Year) DG Genset
NOx	gm/kwh	0.07	1.145
Particulate matter (PM)	gm/kwh	0.054	0.1605
CO (Carbon Monoxide)	gm/kwh	0.06	0.315
Others – Hydrocarbon	gm/Kwh	0.015	0.16

Yes, independent assessment has been done by external agency named Universal Analytical Lab, Dharuhera

Parameter	Please specify unit	FY 2022-23 (Current Financial Year) Process Stack	FY 2021-22 (Previous Financial Year) Process Stack
NOx	mg/Nm3	<5	<5
SOx	mg/Nm3	<2	<2
Particulate matter (PM)	mg/Nm3	17.1	17.1
CO (Carbon Monoxide)	%	<0.2	<0.2
Others	--	--	--

Yes, independent assessment has been done by external agency named Universal Analytical Lab, Dharuhera

Bawal

Parameter	Please specify unit	FY 2022-23 (Current Financial Year) Diesel Genset	FY 2021-22 (Previous Financial Year) Diesel Genset
NOx	gm/kwh	0.87	0.89
SOx	mg/NM ³	27.13	27.12
Particulate matter (PM)	gm/kwh	0.18	0.14
CO (Carbon Monoxide)	gm/kwh	0.51	0.65
Others – Hydrocarbon	gm/kwh	0.03	0.04

Yes, independent assessment has been done by external agency named Environment Pollution Analysis Lab, Bhiwadi, Alwar

Chennai

Parameter	Please specify unit	FY 2022-23 (Current Financial Year) Process Stack	FY 2021-22 (Previous Financial Year) Process Stack
NOx	mg/NM ³	22	12
SOx	mg/NM ³	8	5.2
Particulate matter (PM)	mg/NM ³	16	14
CO (Carbon Monoxide)	%	0.2	0.2
Others	--	--	--

Yes, independent assessment has been done by external agency named Eco Services India Pvt. Limited, Guindy, Chennai

Parameter	Please specify unit	FY 2022-23 (Current Financial Year) Diesel Genset	FY 2021-22 (Previous Financial Year) Diesel Genset
NOx	mg/NM ³	135.74	81.22
SOx	mg/NM ³	6.36	12.77
Particulate matter (PM)	mg/NM ³	39.27	35.22
CO (Carbon Monoxide)	%	0.20	0.20
Others	--	--	--

Yes, independent assessment has been done by external agency named Eco Services India Pvt. Limited, Guindy, Chennai

Figures shown above are based on the latest report issued by external agency during F.Y 2022-23 and F.Y. 2021-22 respectively and calculated using Average/Weighted Average Method

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2121	1706
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	17826	15687
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent	0.0000010	0.0000011
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.

No, Independent assessment/evaluation/assurance has been carried out by an external agency.

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

Company has undertaken several initiatives to reduce its greenhouse gas emissions. Some of the common approaches are:

- Energy Efficiency Improvements: Implementing energy-efficient technologies such as LED lighting and energy-efficient manufacturing processes and conducted plantation drive in all Company's Plants.
- Renewable Energy: Reducing its dependence on fossil fuels by investing in renewable energy sources such as solar.
- Sustainable Supply Chains: Working with suppliers to reduce their carbon footprint by using more sustainable materials, reducing waste, and improving transportation efficiency.

Please also refer Energy Saving data in Board Report.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	111.11	109.89
E-waste (B)	17.19	35.19
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	N.A.	N.A.
Battery waste (E)	N.A.	N.A.
Radioactive waste (F)	N.A.	N.A.
Other Hazardous waste. Please specify, if any. (G) (Hazardous waste are ETP sludge, Paint sludge, Grinding sludge)	209.33	111.52
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	N.A.	N.A.
Total (A+B+C+D+E+F+G+H)	337.63	256.60

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste		
(i) Recycled	N.A.	N.A.
(ii) Re-used	N.A.	N.A.
(iii) Other recovery operations	N.A.	N.A.
Total	N.A.	N.A.

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

(i) Incineration	N.A.	N.A.
(ii) Landfilling	N.A.	N.A.
(iii) Other disposal operations (dispose off to the authorized recycler)	337.63	256.60
Total	337.63	256.60

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

No Independent assessment/evaluation/assurance has been carried out by an external agency.

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Company is using polypropylene corrugated boxes as a returnable packaging for supply of its automotive component in order to reduce packing material wastage. These are made up of non toxic material which are safe for use in a wide range of application which help the company to reduce the environmental impact and improve its sustainability.

The Company recycles its Hazardous & Non-Hazardous waste product through authorized recyclers.

Further, all relevant Plant locations have Waste Water Treatment Plant (WWTP) which is combination of Effluent treatment plant (ETP) and Sewage Treatment Plant (STP).

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.

Sl. 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.
N.A.	N.A.	N.A.	N.A.

None of the Company's Plants are around ecologically sensitive areas.

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
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

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
N.A.	N.A.	N.A.	N.A.	N.A.

The Company does adhere to all regulations. According to the legal register of the respective Plant locations of the company, all Statutory compliances are fulfilled in accordance with the Air/Water/Environment Act and Rules, and the legal register is regularly monitored.

LEADERSHIP INDICATORS

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C) Solar	13,411	7,361
Total energy consumed from renewable sources (A+B+C)	13,411	7,361
From non-renewable sources		
Total electricity consumption (D)	85,566	75,302
Total fuel consumption (E)	21,878	18,920
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	1,07,444	94,222

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

No Independent assessment/evaluation/assurance has been carried out by an external agency.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
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)		

Not applicable, since we have implemented a mechanism for Zero Discharge supported by water treatment systems such as ETP (Effluent Treatment Plants) and STP (Sewage Treatment Plants) that enable its recovery and make it re-usable.

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

No Independent assessment/evaluation/assurance has been carried out by an 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:** Gurugram, Dharuhera and Bawal
- ii) **Nature of operations:** Manufacturing of Automotive components
- iii) Water withdrawal, consumption and discharge in the following format:

Gurgaon

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	34,400	27,443
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	34,400	27,443
Total volume of water consumption (in kilolitres)	34,400	27,443
Water intensity per rupee of turnover (Water consumed / turnover)	0.000011	0.0000093
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
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)		

Not applicable, since we have implemented a mechanism for Zero Discharge supported by water treatment systems such as ETP (Effluent Treatment Plants) and STP (Sewage Treatment Plants) that enable its recovery and make it re-usable.

Dharuhera

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	64,428.50	51,863.30
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	64,428.50	51,863.30
Total volume of water consumption (in kilolitres)	64,428.50	51,863.30
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000076	0.0000077
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)		

Not applicable, since we have implemented a mechanism for Zero Discharge supported by water treatment systems such as ETP (Effluent Treatment Plants) and STP (Sewage Treatment Plants) that enable its recovery and make it re-usable.

Bawal

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	333	271
(iii) Third party water	6998	8181
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	7331	8452
Total volume of water consumption (in kilolitres)	7331	8452
Water intensity per rupee of turnover (Water consumed / turnover)	0.00000087	0.0000014
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)		

Not applicable, since we have implemented a mechanism for Zero Discharge supported by water treatment systems such as ETP (Effluent Treatment Plants) and STP (Sewage Treatment Plants) that enable its recovery and make it re-usable.

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

No Independent assessment/evaluation/assurance has been carried out by an external agency.

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
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		
Total Scope 3 emissions per rupee of turnover		The Company is not measuring Scope 3 emissions	
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.

No Independent assessment/evaluation/assurance has been carried out by an external agency.

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

Not Applicable, as the company doesn't have any operations in ecologically sensitive areas

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

Sr.No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	We are Currently in the process of replacement of diesel generators with Piped Natural Gas (PNG) generators	In response to the growing concern over environmental pollution and the need for sustainable energy solutions, an initiative has been launched to replace diesel generators with Piped Natural Gas (PNG) generators. This forward-thinking approach aims to mitigate the adverse effects of diesel combustion on air quality and reduce greenhouse gas emissions. By transitioning to PNG generators, this initiative seeks to promote cleaner and more sustainable energy generation in various sectors.	Actual outcome will be evaluated once the PNG generators become fully operational
2.	We have expanded up our solar power capacity to 3883 KWP across India plants.	Recognizing the immense potential of solar energy as a clean and renewable power source, an initiative has been launched to expand solar power generation capacity. Company's forward-looking endeavor aims to harness the abundant sunlight and unlock the numerous environmental and economic benefits associated with solar energy. By scaling up solar power infrastructure, this initiative strives to foster a sustainable energy future while reducing greenhouse gas emissions and move towards carbon neutrality.	Reduced Green House Gases emissions and less sensitivity to changes in cost of fossil fuels for smooth running of operations. Currently 15% of total power consumption is through solar energy

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

For handling emergencies and reducing risks to the environment and people's health, the company has emergency protocols built into its management system. To efficiently handle emergencies, a list of potential emergency circumstances have been created, along with the roles and duties of all people involved. Safety drills/mock drill are carried out quarterly or as directed by the plan to assess emergency preparedness. Employees and the emergency handling teams participate in training and awareness sessions to get them ready for real-world emergencies.

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.

NIL

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

Approximately 80% value chain partners were assessed for environmental impacts.

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.

4 Affiliations

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

Sl.No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1.	Automotive Component Manufacturing Association Of India (ACMA)	National
2.	Society of Indian Automobile Manufacturers	National
3.	Federation of Indian Chamber of Commerce	National
4.	Gurgaon Industrial Association	State

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

There are no current adverse orders from regulatory authorities and therefore no corrective action is taken or underway at this time

Name of Authority	Brief of the Case	Corrective Action Taken
N.A.	N.A.	N.A.

LEADERSHIP INDICATORS

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

The Company does not conduct public policy advocacy. We do not support any specific political party of any jurisdiction and do not have any political affiliation. Company's advocacy efforts are largely routed through collective forums like various industry bodies, associations and committees (ACMA, SIAM), of which it is a member.

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
N.A.					

PRINCIPLE 8 – Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

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

There are no Social Impact Assessments applicable for the reporting 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 entity, in the following format.

There are no projects ongoing for which Rehabilitation and Resettlement are being undertaken in the reporting year.

Sl.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 CSR Team(s) to monitor the CSR Projects regularly, which continuously interacts with the concerned communities in the areas of operation. The grievances as and when they arise are timely addressed & resolved by the CSR Team(s).

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs / small producers	15%	13.5%
Sourced directly from within the district and neighboring districts	70%	67.0%

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 your entity in designated aspirational districts as identified by government bodies.

Sl.No.	State	Aspirational District	Amount Spent (In INR)
		Nil	

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

No, the Company does not discriminate on any basis while selecting its suppliers and provide equal opportunities for engagement to all potential suppliers. The Company encourages working with local suppliers or suppliers that are close to its facilities (including small-scale industries). However, the Company has not specifically considered marginalized/vulnerable groups in its supplier qualifying criteria.

(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.

Sl.No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes / No)	Benefit Shared (Yes / No)	Basis of calculating benefit share
				Not Applicable

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

Name of Authority	Brief of the case	Corrective action taken
		Not Applicable

6. Details of beneficiaries of CSR Projects.

The Company actively interacts with the community and performs need based assessment for implementation of CSR activities. The details of all CSR activities undertaken by the Company during the Financial year 2022-23, can be accessed in the Annual Report on CSR forming part of Directors' Report.

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Allocation for Construction of isolation cum maternity ward in Community Health Centre, Bawal	160	100%
2.	Allocation of amount to Bharat Vikas Parishad Maharana Pratap Nyas for its Charitable Hospital - Vivekanand Arogya Kendra, Gurugram to purchase the medical machine / equipment i.e. Zeiss IOL Master 700 for its Day Care Centre for Cancer Treatment	227	More than 80%
3.	Providing 100 LPH Water Purification Unit with Water Cooler (Capacity-150 Ltr.) to Govt. Primary School, Gurjar Majri	130	100%
4.	Provided new Brailers (typewriter) to the Captain Chandan Lal Special School for Blind, Gurugram	110	100%
5.	Provided new Braille Books to the Blind Captain Chandan Lal Special School for Blind, Gurugram	110	100%
6.	Provided Water Cooler (Capacity-150 Ltr.) to Govt Primary School, Sulkha, Rewari	101	100%
7.	Deployment of Computer Teacher in Govt. Sr. Sec. School Banipur Village (Salary of FY 2022-23)	332	100%
8.	Renovation of Traffic Police Office building, Dharuhera	Traffic police office staff and General Public	-

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.

JTEKT India is a B2B company and sells its products predominantly to large OEMs. It ensures on time delivery in full to all its customers based upon the schedules shared by them. In case of any complaints, customers can raise the complaint with the company single point of contact or send their complaints in mail to the company.

Once a customer complaint is received, it is communicated to all the concerned department and root cause of the problem is analyzed and corrective actions are taken. We keep our customer at top most priority and make sure their grievance are taken care and resolved at the earliest.

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	N.A.
Safe and responsible usage	N.A.
Recycling and/or safe disposal	N.A.

Since JTEKT India is a B2B company, it sells its products predominantly to large OEMs and its products are integrated into automobile being produced by its customers. There is no specific requirement of mentioning of any label to identify the above relations. However, the Company inform its customers through online declaration that it is not using any substance, which are prohibited and have significant impact on environment.

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

Category	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of the year		Received during the year	Pending resolution at end of the year	
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-Security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

	Numbers	Reasons for recall
Voluntary Recalls	-	Not Applicable
Forced Recalls	-	Not Applicable

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

Yes, the Company has defined framework for Cyber security Risk and Information Security Risk in the "Risk Management Policy" uploaded on its website i.e. "<http://jtekt.co.in/Policies.aspx>".

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 entity can be accessed (provide web link, if available).**

All information is accessible on the company's website: <http://www.jtekt.co.in/Index.aspx>.

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

Since the products of the Company are directly supplied to the OEMs who assemble and send the end product to the end user, it has limited scope for informing and educating the end consumer about the safe and responsible usage of its products.

- 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 a whole? (Yes/No).**

Not Applicable

- 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