

# Directors' Report

Dear Members,

Your Directors have pleasure in presenting Company's **Thirtieth Annual Report** and **Audited Financial Statements** for the year ended 31 March 2024.

## 1. Financial Results

Particulars	Rupees in Crores	
	2023-24	2022-23
Revenue from operations	10918.05	9310.25
Profit before depreciation & Tax and exceptional items	1703.78	1109.97
Less: Depreciation	485.90	392.24
Less: Exceptional items	5.50	NIL
Profit Before Tax	1212.38	717.73
Tax Expense (Including deferred tax and tax adjustment of earlier years)	381.74	215.05
Profit After Tax	830.64	502.68
Add: OCI (Other Comprehensive Income)	(-) 1.04	3.30
Add: Retained earnings at the beginning of the year	2281.80	2078.65
Add: Transfer from Debenture Redemption Reserve	13.07	13.07
Less: Transfer to General Reserve	200.00	200.00
Less: Dividend on Equity Shares	115.90	115.90
Balance to be carried forward	2808.57	2281.80

## 2. Performance of the Company

Your Company's performance during the year under report has overall improved. Substantial decrease in input costs improved profitability. The Company's Revenue from Operations increased by 17.27% to ₹10,918.05 Crores during the year compared to ₹9310.25 Crores in previous year. Profit after Tax increased to ₹830.64 Crores compared to ₹502.68 Crores during previous year.

## 3. Performance of the Subsidiary /Joint Venture Companies

During the year Jaykaycem (Central) Ltd., wholly owned subsidiary of the Company stood amalgamated with the Company in terms of Order passed by National Company Law Tribunal, Prayagraj Bench, UP. The Company has at present three wholly owned subsidiaries two in India viz. JK Maxx Paints Ltd. and Toshali Cements Pvt. Ltd. and one in UAE viz JK Cement (Fujairah) FZC. JK Maxx Paints Ltd. has a step down subsidiary viz Acro Paints Ltd. and Toshali Cements Pvt Ltd. has a step down subsidiary viz. Toshali Logistics Pvt. Ltd. The UAE subsidiary has one step down subsidiary viz. JK Cement Works (Fujairah) FZC and such step down subsidiary has a subsidiary in Africa viz. JK White Cement (Africa) Ltd. There has been no material change in nature of the business of subsidiaries.

### Subsidiary Company

J.K. Cement (Fujairah) FZC (JKCF) recorded net income of AED 1955492 (equivalent to

INR 4.42 Crores) for the period from 1 April 2023 to 31 March 2024 (Previous year net income of AED 19,33,446 equivalent to ₹4.23 Crores)

JK Cement Works (Fujairah) FZC (JKCWF) is primarily involved in the business of manufacturing and sale of white cement in Middle East and GCC markets. It has reported a turnover of AED 248201913.51 (equivalent to INR 559.53 Crores) (previous year AED 184986144.73) (equivalent to INR 332.60 Crores). It recorded a loss before OCI of AED 4211717.41 (equivalent to INR 9 Crores) for the period from 1 April 2023 to 31 March 2024 (previous year AED 34494877.02 (equivalent to INR 72.47 Crores).

JK White Cement (Africa) Ltd. is second level step down subsidiary of the Company, incorporated on 4 November 2018, in Republic of Tanzania. 99.90 % stake is held by JK Cement Works (Fujairah) FZC. It is engaged in the business of manufacturing/trading/ import/export of all types of cement, wall putty other allied products, cement, clinker, limestone, gypsum etc.

The wholly owned subsidiary company M/s. JK Maxx Paints Ltd. has filed an application for Amalgamation/Merger of M/s. Acro Paints Ltd. with it before Regional Director(Northern Region). Order of Regional Director(Northern Region) received on 3 May 2024. The order would be filed with MCA/ROC after completing statutory formalities whereupon the merger will become effective.

JK Maxx Paints Ltd. is engaged in business of Paints has been incorporated during the year

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2022-23. Acro Paints Ltd. became subsidiary of JK Maxx Paints Ltd. and step-down subsidiary of the Company w.e.f 6 January 2023. Acro Paints Ltd. has recorded revenue of ₹136.69 Crores on standalone basis and a net profit of ₹1.66 Crores (Revenue of ₹79.56 Crores and a net profit income of ₹0.29 Crores during the FY 2022-23).

During the year your Company acquired 100% equity shares of Toshali Cements Pvt. Ltd. (Toshali) whereupon Toshali has become wholly owned subsidiary of your Company w.e.f. 21 February 2024. Toshali has a step-down subsidiary viz. Toshali Logistics Pvt. Ltd. which has no significant operation. Toshali has two cement manufacturing units in Orissa. Toshali has recorded revenue of ₹66.05 Crores and a net profit of ₹17.82 Crores (₹69.45 Crores and a net loss of (₹16.92) Crores during the FY 2022-23).

#### 4. Consolidated Financial Statements

The statement as required under Section 129 of the Companies Act, 2013, in respect of the subsidiaries of the Company viz. J.K. Cement (Fujairah) FZC, J.K. Cement Works (Fujairah) FZC, JK White Cement (Africa) Ltd., JK Maxx Paints Limited and Acro Paints Limited, Toshali Cements Pvt Ltd. and Toshali Logistics Pvt Ltd. are annexed and forms an integral part of this Report.

The Consolidated Financial Statements prepared in accordance with relevant Accounting Standards issued by the Institute of Chartered Accountants of India, form part of the Annual Report and Accounts.

#### 5. Dividend

The Board of Directors has recommended a payment of final dividend at a rate of ₹20/- (including ₹5/- as a special dividend) per equity share

#### 9. Credit Rating

List of Credit ratings obtained by Company

##### (A) Care ratings

S. No.	Particulars	Rating Assigned
1	Commercial Papers (Standalone)	CARE A1+ (A One Plus)
2	Commercial Papers (Carved Out)	CARE A1+ (A One Plus)
3	Non-Convertible Debentures (NCDs)	CARE AA+; Stable (Double A Plus; Outlook: Stable)
4	Long Term Bank Facilities	CARE AA+; Stable (Double A Plus; Outlook: Stable)
5	Short Term Bank Facilities	CARE A1+ (A One Plus)

(200%) for the year ended 31 March 2024 subject to the approval of the Members at the 30<sup>th</sup> Annual General Meeting ('AGM'). In terms of the provisions of Regulation 43A of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended ('the Listing Regulations'), our Company has formulated a Dividend Distribution Policy. The policy is available on our Company's website and can be accessed at [www.jkcement.com/assets/about/company-policy/Dividend\\_Distribution\\_Policy.pdf](http://www.jkcement.com/assets/about/company-policy/Dividend_Distribution_Policy.pdf)

#### 6. Transfer from/to Reserves

The Company proposes to transfer ₹13.07 Crores (Previous year ₹13.07 Crores) from Debenture Redemption Reserve. Besides, our Company proposes to transfer ₹200 Crores (previous year ₹200 Crores) to General Reserve during FY 2023-24

#### 7. Share Capital

The paid-up Equity Share Capital as at 31 March 2024 remained at ₹77.27 Crores. During the period under report, your Company has not issued any share including SWEAT Equity, Employee Stock Option Plan.

#### 8. Finance

The Company has availed fresh disbursement of loans amounting to ₹477.20 Crores during FY 2023-24 and repaid ₹418.85 Crores towards loans and NCDs during FY 2023-24. Besides above, the Company had availed a loan of ₹379.45 Crores from a bank for the purpose of takeover of loans from two banks to repay their high cost borrowings aggregating similar amount of ₹379.45 Crores. This has resulted in interest savings of approx. ₹3.3 Crores p.a.

**(B) India ratings**

S. No.	Particulars	Rating Assigned
1	Long Term Issuer Rating	IND AA+ ; (Double A Plus; Outlook:Stable)
2	Commercial Papers (Standalone)	IND A1+ (A One Plus)
3	Short Term Bank Facilities	IND A1+ (A One Plus)

**(C) Crisil ratings**

S. No.	Particulars	Rating Assigned
1	Commercial Papers (Standalone)	CRISIL A1+ (A One Plus)

**10. Particulars of Loans, Guarantees or Investments by Our Company**

Details of Loans, Guarantees and Investments covered under the provisions of Section 186 of the Companies Act, 2013 and Schedule V of Listing Regulations are given in the Notes to the Financial Statements.

**11. Operations****Grey Cement**

During the year under report, cement production increased by 21.74% at 16.91 million Tonne (compared to 13.89 million Tonne last year) and sales increased by 21% at 16.77 million Tonne (compared to 13.86 million Tonne last year), driven by favourable market scenario.

**White Cement**

During the reporting period, production of White Cement & Wall Putty increased by 4.27% to 16.21 Lac Tonne against 15.55 Lac Tonne in the previous year. Sales increased by 3.23% to 16.44 Lac Tonne (compared to 15.92 Lac Tonne last year)

**Paints**

During the year under report, your Company, through its wholly owned subsidiary JK Maxx Paints Limited, acquired 100% equity share capital of M/s Acro Paints Ltd. (APL), making APL a step down subsidiary of your Company. During the year under

report JK Maxx Paints Limited achieved a turnover of ₹100.32 Crores and net loss of ₹15.73 Crores

**12. Projects of the Company****Our Company has**

- Commenced Commercial production of Cement at its greenfield grey cement grinding unit at Ujjain, MP a with total capacity of 1.5 MnTPA
- With this, the Grey Cement production Capacity increased to 22.34 MnTPA

**EXPANSIONS: -**

- Undertaking expansion of 2 MnTPA at Prayagraj, UP
- Undertaken expansion of 6 MnTPA comprising – (1) brown field Expansion in clinker capacity by 3.3 & cement grinding capacity by 3 MnTPA in MP and UP and (2) 3 MnTPA greenfield Cement grinding capacity in Bihar, to be commissioned in phases. With this by FY2026 the cement production capacity would stand at 30.34 MnTPA

**13.1 Industrial Relations**

The industrial relations during the period under review generally remained cordial at all cement plants.

The information required pursuant to Section 197(12) read with Rule 5(1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 and Companies (Particulars of Employees) Rules, 1975, in respect of employees of the Company and Directors is furnished hereunder:

S. No	Requirements	Disclosure
1	The percentage increase in remuneration of CFO and CS in the financial year	CFO- 5.87% CS -22.73%
2	The percentage increase in the median remuneration of employees in the financial year	6%
3	The number of permanent employees on the rolls of the Company	Staff- 4097 Workmen- 99
4	Average percentile increase already made in the salaries of employees other than the managerial personnel in the last financial year and its comparison with the percentile increase in the managerial remuneration and justification thereof and point out if there are any exceptional circumstances for increase in the managerial remuneration	12% Last FY

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S. No	Requirements	Disclosure
5	Affirmation that the remuneration is as per the remuneration policy of the Company	Yes
6	Median Remuneration of all the employees of the Company (₹ in Lakh)	8.9
7	Ratio of Remuneration of each Director and KMP to the median remuneration of all the employees of the Company for the financial year 2023-24	Provided below

### 13.2 Particulars of Employees

List of employees getting salary in excess of the limits as specified under the provisions of Section 197(12) of the Companies Act, 2013 read with Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 throughout or part of the financial year under review is annexed separately marked as Annexure - E. However, the Annual Report excluding the aforesaid information is being sent to all the members of the Company pursuant to proviso to Section 136 of the Companies Act, 2013. Any member interested in obtaining such particulars may inspect and/or send the request to the Company at its Registered Office. None of the employee listed in the said Annexure is a relative of any Director of the Company except Dr. Raghavpat Singhania, Managing Director and Mr. Madhavkrishna Singhania Dy. Managing Director & Chief Executive Officer being brothers and Dr. Nidhipati Singhania being father. None of the employee hold (by himself or along with his spouse and dependent children) more than two percent of the equity shares of the Company.

Particulars about Key Managerial Personnel including Managing Director.

SN	Name	Designation	Remuneration Paid in ₹		Increase in Remuneration from previous Year	**Ratio to median Remuneration of all employees
			2023-24	2022-23		
1	Dr. Raghavpat Singhania	Managing Director (KMP)	24,60,00,000	16,12,62,000	52.54	276.1
2	Mr. Ajay Kumar Saraogi	Dy Managing Director & Chief Financial Officer (KMP)	9,67,00,000	9,13,36,000	5.87	109.1
3	Mr. Madhavkrishna Singhania	Dy Managing Director & Chief Executive Officer (KMP)	23,97,00,000	15,49,14,000	54.73	269.1
4	Mr. Shambhu Singh	Company Secretary (KMP)	1,18,00,000	88,00,000	22.73	13.1

\*\*8.90 lakhs Median, Ratio is calculated on remuneration 2023-24

Particulars about other Non-Executive Directors.

SN	Name	Designation	Remuneration Paid in ₹		% Increase in Remuneration from previous Year	Ratio to median Remuneration of all employees #
			2023-24	2022-23		
1	Mrs. Sushila Devi Singhania	Non-Executive Non Independent	34,75,000	29,50,000	17.79	4.1
2.	Mr. Ashok Kumar Sharma	Non-Executive Independent	24,00,000	NIL	-	3.1
3.	Mr. Sudhir Jalan	Non-Executive Non Independent	19,00,000	15,75,000	20.63	2.1
4.	Mr. Paul Heinz Hugentobler	Non-Executive Non Independent	1,43,35,640	1,38,55,499	3.46	16.1
5.	Mrs. Deepa Gopalan Wadhwa	Non-Executive Independent	21,25,000	18,25,000	16.43	2.1
6.	Mr. Ashok Sinha	Non-Executive Independent	20,75,000	17,50,000	18.57	2.1
7.	Mr. Saurabh Chandra	Non-Executive Independent	22,25,000	19,00,000	17.10	3.1
8.	Mr. Satish Kumar Kalra (resigned w.e.f. 14.2.24)	Non-Executive Independent	19,75,000	16,75,000	17.91	2.1
9.	Mr. Mudit Aggarwal	Non-Executive Independent	20,75,000	17,75,000	16.90	2.1
10.	Mr. Ajay Narayan Jha (resigned w.e.f. 6.2.24)	Non-Executive Independent	20,75,000	18,00,000	15.27	2.1
11.	Dr. Nidhipati Singhania	Non-Executive Non Independent	29,00,000	22,25,000	30.33	3.1
12	Ms. Praveen Mahajan (joined w.e.f. 15.2.24)	Non-Executive Independent	-	-	-	-
13	Mr. Rakesh Sethi (joined w.e.f. 6.3.24)	Non-Executive Independent	-	-	-	-

### 13.3 Human Resources and Industrial Relations

Our Company has structured induction process at all locations. Objective appraisal systems based on Key Result Areas (KRAs) are in place for Senior Management Personnel. Our HR is effectively involved in nurturing, enhancing and retaining talent through job satisfaction, management development programme etc.

### 14. Significant and Material Order Passed by the Regulator(s) or Court(s)/ Matter of Emphasis Impacting the Going Concern Status and our Company's Operations in Future

The Competition Commission of India (CCI) vide its order dated 31.8.2016, imposed a penalty of ₹12,854 Lacs on the Company. The Appeal was heard whereupon National Company Law Appellate Tribunal (NCLAT) vide order dated 25.7.2018 upheld CCI's order. The Company has filed statutory appeal before the Hon'ble Supreme Court, which vide its order dated 5.10.2018 has admitted the appeal and directed that the interim order of stay passed by the Tribunal in this matter will continue for the time being. The Company, backed by legal opinion, believes that it has a good case and accordingly no provision has been made in the Audited Annual Report of FY 2023-24

In a separate matter, CCI imposed penalty of ₹928 Lacs vide order dated 19.1.2017 for alleged contravention of provision of Competition Act, 2002 by the Company. On Company's appeal, NCLAT has stayed the operation of CCI's order. The matter is pending for hearing before NCLAT. Based on Legal opinion, the Company believes that it has a good case and accordingly, no provision has been made in the Audited Annual Report

Members' attention is drawn to the statement on contingent liabilities in the notes forming part of the Financial Statements.

### 15. Corporate Governance

A report on Corporate Governance in terms of Regulation 34(3) of the Listing Regulations along with the Practicing Company Secretary's Certificate on its compliance, forms an integral part of this Report.

### 16. Public Deposits

Your Company has not invited any deposits from public/ shareholders under Section 73 and 74 of the Companies Act, 2013.

### 17. Whistle Blower Policy/Vigil Mechanism

The Company has a Whistle Blower Policy to report genuine concerns or grievances, if any. The Whistle Blower Policy has been posted on the website of the Company.

### 18. Mitigation of Risk

The Company has been addressing various risks impacting the Company including details of significant changes in key financial ratios which is more fully provided in annexed Management Discussion and Analysis. As per the Listing Regulation Risk Management Committee for enforcing Risk Management Policy is in place.

### 19. Commodity Price Risk/Foreign Exchange Risk and Hedging Activities:

Your Company hedges its foreign currency exposure in respect of its imports and export receivables as per its laid down policies. Your Company uses a mix of various derivatives instruments like forward covers, currency swaps, interest rates swaps or a mix of all. Your Company does not have material exposure of any commodity and accordingly, no hedging activities for the same are carried out. Therefore, there is no disclosure to offer in terms of SEBI circular No. SEBI/HO/CFD/CMD1/CIR/P/2018/0000000141 dated 15 November 2018.

### 20. Remuneration Policy

The Board of Directors and Nomination and Remuneration Committee follows a policy concerning remuneration of Directors, Key Managerial Personnel and Senior Management Personnel of the Company. The Policy also covers criteria for selection and appointment of Board Members and Senior Management Personnel and their remuneration. The Remuneration Policy is stated in the Report on Corporate Governance.

### 21. Related Party Transactions

All the related party transactions are entered on arm's length basis, in the ordinary course of business and are in compliance with the applicable provisions of the Companies Act, 2013 and the Listing Regulations. There are no materially significant related party transactions made by the Company with Promoters, Directors or Key Managerial Personnel etc. which may have potential conflict with the interest of the Company at large or which warrants the approval of the shareholders. Accordingly, no transactions are

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being reported in Form AOC-2 in terms of Section 134 of the Act read with Rule 8 of the Companies (Accounts) Rules, 2014. However, the details of the transactions with Related Party are provided in the Company's financial statements in accordance with the Accounting Standards. All Related Party Transactions are presented to the Audit Committee and the Board. Omnibus approval is obtained for the transactions which are foreseen and repetitive in nature. A statement of all related party transactions is presented before the Audit Committee on a quarterly basis, specifying the nature, value and terms and conditions of the transactions. The Independent Directors approves Related Party Transactions. The statement is supported by the certificate from the MD and the DMD & CFO. The Related Party Transactions Policy as approved by the Board is uploaded on the Company's website at [www.jkcement.com](http://www.jkcement.com)

### 22. Auditor's Report

Your Company prepares its financial statements in compliance with the requirements of the Companies Act, 2013 and the Generally Accepted Accounting Principles (GAAP) in India. The financial statements have been prepared on historical cost basis (except items disclosed in significant accounting policies). The estimates and judgements relating to the financial statements are made on a prudent basis, so as to reflect a true and fair manner, the form and substance of transactions and reasonably present the Company's state of affairs, profits and cash flows for the year ended 31 March 2024. Auditor's Report to the shareholders does not contain any qualification in the standalone or in the consolidated financial statements for the year under report. However, Auditors have drawn attention of shareholders on penalty imposed by Competition Commission of India (CCI), the matter is adequately covered in Para 14 above and to be read along with notes on accounts.

### 23. Internal Financial Controls and its Adequacy

The Board has adopted policies and procedures for ensuring orderly and efficient conduct of its business including adherence to the Company's Policies, the safeguarding of its assets, the prevention and detection of Frauds and errors, the accuracy and completeness of the accounting records and the timely preparation of reliable financial disclosures. The Company's internal control system is commensurate with its size, scale and complexities of its operations. The Audit Committee of the Board of Directors actively

reviews the adequacy and effectiveness of the internal control system and suggests improvements to strengthen the same. It also reviews the quarterly Internal Audit Reports.

## 24. Directors and Key Managerial Personnel

### 24.1 Appointments

- a. In accordance with the provisions of Section 152 of Companies Act, 2013 and the Company's Articles of Association, Dr. Nidhipati Singhania (DIN 00171211) will retire by rotation at the ensuing Annual General Meeting and being eligible, offers himself for reappointment.
- b. Approval of the members of the Company by way of Special Resolution has been sought for re-appointment of Dr. Raghavpat Singhania (DIN 02426556) as Managing Director ('MD') of the Company, with effect from 17 June 2025 for a term of five years i.e. upto 16 June 2030
- c. Approval of the members of the company by way of Special Resolution has been sought for the re-appointment of Mr. Madhavkrishna Singhania (DIN:07022433) as Joint Managing Director and Chief Executive Officer ('JMD & CEO') of the Company with effect from 17 June 2025 for five years i.e. upto 16 June 2030
- d. Ms. Praveen Mahajan (DIN 07138514) has been appointed as Non Executive Independent Director of the Company w.e.f. 15.2.24. Mr. Rakesh Sethi (DIN 02420709) has been appointed as Non Executive Independent Director of the Company w.e.f. 6.3.24

All Independent Directors have given declaration that they meet the criteria of independence as laid down under Section 149(6) of the Companies Act, 2013 and Regulation 16(1)(b) of the Listing Regulation

### 24.2 Cessations

Mr. Ajay Narayan Jha (DIN: 02270071 ) has resigned as an Independent Director of the Company w.e.f. 6.2.24 as he has been appointed by the President of India as a Member of the Sixteenth Finance Commission. Mr. Satish Kumar Kalra (DIN01952165) has resigned as an Independent Director of the Company w.e.f. 14.2.24 as he has been appointed as MD/CEO of North East Small Finance Bank ('NESFB') for a period of two years and his appointment is subject to stepping down of present Directorships.

### 24.3 Key Managerial Personnel

During the year under report, following Officials acted as Key Managerial Personnel:-

SN	Name of the Official	Designation
1.	Dr. Raghavpat Singhania	Managing Director
2.	Mr. Madhavkrishna Singhania	Dy. Managing Director & Chief Executive Officer.
3.	Mr. Ajay Kumar Saraogi	Dy. Managing Director & CFO
4.	Mr. Shambhu Singh	Company Secretary

### 25. Meetings of the Board of Directors

During the year 2023-24, 6(Six) Board Meetings were convened and held, the details of which are given in the Report on Corporate Governance. The intervening gap between the Meetings were within the period prescribed under the Companies Act, 2013.

### 26. Board Evaluation

Pursuant to the provisions of the Companies Act, 2013 and Regulation 17 of the Listing Regulations, the Board has carried out an annual performance evaluation of its Independent Directors and the Independent Directors also evaluated the performance of Non – Independent Directors. The Board of Directors expressed their satisfaction with the evaluation process. The Board of Directors also evaluated the functioning/performance of Audit Committee, Stakeholders Relationship Committee, Nomination and Remuneration Committee, CSR Committee, Committee of Directors and expressed satisfaction with their functioning/performance.

### 27. Directors' Responsibility Statement

Pursuant to Section 134(5) of the Companies Act, 2013 the Board of Directors to the best of their knowledge and ability confirm that:

- (i) In the preparation of the annual accounts, the applicable accounting standards have been followed along with proper explanations relating to material departures;
- (ii) The Directors have selected such accounting policies, judgements and estimates that are reasonable and prudent and applied them consistently, so as to give a true and fair view of the state of affairs of the Company as on 31 March 2024, and of the statement of Profit and Loss and cash flow of the Company for the period ended 31 March 2024;
- (iii) Proper and sufficient care has been taken for the maintenance of adequate accounting records in accordance with the provisions of the Companies Act, 2013 for safeguarding the

assets of the Company and for preventing and detecting fraud and other irregularities;

- (iv) The annual accounts have been prepared on an ongoing concern basis;
- (v) Proper internal financial controls to be followed by the Company has been laid down and that such internal financial controls are adequate and were operating effectively and
- (vi) Proper systems to ensure compliance with the provisions of all applicable laws has been devised and that such systems were adequate and operating effectively.

### 28. Statutory Auditor

M/s. S.R. Batliboi & Co. LLP., Chartered Accountants (ICAI Firm Registration No. 301003E/E300005) were re appointed as Statutory Auditors by the members of the Company at the 28<sup>th</sup> Annual General Meeting held on August 13, 2022, for a period of five years till the conclusion of the 33<sup>rd</sup> Annual General Meeting.

### 29. Cost Auditor

Pursuant to section 148 of the Companies Act, 2013, the Board of Directors on the recommendation of the Audit Committee, appointed M/s K.G. Goyal & Company Cost Accountants as the Cost Auditors of the company for the Financial Year 2024-25 and has recommended their remuneration to the Shareholders for ratification at the ensuing Annual General Meeting. M/s K.G. Goyal & Company have confirmed that their appointment is within the limits of the Section 139 of the Companies Act, 2013, and have also certified that they are free from any disqualifications specified under Section 141 of the Companies Act, 2013. The Audit Committee has also received a certificate from the Cost Auditor certifying their independence and arm's length relationship with the Company. The Cost Audit Report for the financial year 2023-24 is being filed with Ministry of Corporate Affairs.

The Company is maintaining cost records as specified by the Central Government under sub-section (1) of section 148 of the Companies Act, 2013.

### 30. Secretarial Audit

In terms of the provisions of Section 204 of the Act read with the Companies (Appointment and Remuneration of Managerial Personnel) Rules 2014, the Board has appointed M/s. Reena Jakhodia & Associates, Kanpur, Company Secretaries in Practice, as the Secretarial Auditor for conducting Secretarial Audit of the Company for the Financial Year ended 31 March 2024. The report of the

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Secretarial Auditor is attached as Annexure A. The Secretarial Audit Report does not contain any qualification, reservation or adverse remark except as detailed in MR-3 annexed to this Report. The Company is in compliance with the Secretarial Standards, specified by the Institute of Company Secretaries of India ('ICSI').

### 31. Reporting of Fraud

The Auditors of the Company have not reported any fraud committed to the Company as specified under Section 143(12) of the Companies Act, 2013. Further, no case of Fraud on the Company has been reported to the Management from any other sources.

### 32. Compliance with Secretarial Standards on Board and Annual General Meetings

The Company has complied with Secretarial Standards issued by the Institute of Company Secretaries of India on Board Meetings and Annual General Meetings.

### 33. Corporate Social Responsibility (CSR)

Corporate Social Responsibility is an integral part of the Company's ethos and policy and it has been pursuing this on a sustained basis. The Company assists in running of Schools at their Cement Plants, ITIs and Sir Padampat Singhania University, Udaipur imparting specialised value based education to students. Also, the Company played a constructive role in the infrastructural development of surrounding areas. During the period under report, the Company undertook various activities e.g. Art, Culture, Community Welfare, Drinking Water, Sanitation, Education, Health, Rural Development, Eradicating Hunger/Poverty, Medical Education. The Annual Report on CSR activities is annexed herewith as Annexure B.

### 34. Statutory Information

#### 34.1 Conservation of Energy, Technology Absorption, Foreign Exchange Earnings and Outgo

Particulars with regard to conservation of Energy, Technology Absorption, Foreign Exchange Earnings and outgo in accordance with the provisions of Section 134 (3)(m) of the Companies Act 2013 read with Rule 8(3) of Companies (Accounts) Rules, 2014 in respect of Cement plants are annexed hereto as Annexure C and form part of the Report.

#### 34.2 Annual Return

In terms of Section 92(3) of the Companies Act, 2013 and Rule 12 of the Companies (Management and Administration) Rules, 2014, the Annual Return of the

Company is available on the website of the Company at the link: <https://www.jkcement.com/notice-report>

### 34.3 Business Responsibility and Sustainability Report

The Business Responsibility and Sustainability Report for the year ended 31 March 2024 as stipulated under regulation 34 of the Listing Regulations is annexed as Annexure D and forms part of the Annual Report.

### 34.4 Management Discussion & Analysis (MDA) Statement

The MDA as required under Listing Regulation is annexed hereto and forms an integral part of this Report

### 35. Transfer to Investor Education and Protection Fund

During the year, the Company has transferred a sum of ₹14,52,724 (previous year ₹13,98,060/-) which represents unclaimed dividend and 12,237 Equity Shares (held by Shareholders) which represents unclaimed shares were due for transfer has been transferred after the close of previous financial year to the Investor Education and Protection Fund in compliance with provisions of the Companies Act, 2013.

### 36. Disclosures Under the Companies Act, 2013 and Listing Regulations

#### 36.1 Policy on Sexual Harassment of Women at Workplace:

The Company has zero tolerance towards sexual harassment at the workplace and towards this, has adopted a policy in line with the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules framed thereunder. All employees (permanent contractual, temporary, trainees) are covered under the said policy. Internal Complaints Committees have also been set up at various locations to redress complaints received on sexual harassment. During the financial year 2023-24, the Company has not received any complaint of sexual harassment from any of the women employees of the Company and/or no incident of sexual harassment has been reported at the premises of the Company.

#### 36.2 Independent Directors

The Company's Independent Directors have submitted requisite declarations confirming that they continue to meet the criteria of independence as prescribed under Section 149(6) of the Act and Regulation 16(1)(b) of the Listing Regulations. The Independent Directors have also confirmed that

they have complied with Schedule IV of the Act and the Company's Code of Conduct. The Board is of the opinion that the Independent Directors of the Company possess requisite qualifications, experience and expertise in the fields of finance, people management, strategy, auditing, tax and risk advisory services, infrastructure, banking, insurance, financial services, investments, mining & mineral industries and E-marketing; and they hold highest standards of integrity. All Independent Directors possess certificates issued by Institute of Corporate Affairs, Manesar ('IICA').

### 37. Familiarisation Programme for Independent Directors

The familiarisation programme aims to provide Independent Directors with the cement industry scenario, the socio-economic environment in which the Company operates, the business model, the operational and financial performance of the Company, significant developments so as to enable them to take well informed decisions in a timely manner. The familiarisation programme also seeks to update the Directors on the roles, responsibilities, rights and duties under the Act and other statutes.

### 38. Equal Opportunity by Employer

The Company has always provided a congenial atmosphere for work to all employees that is free from discrimination and harassment including sexual harassment. It has provided equal opportunities of employment to all irrespective of their caste, religion, color, marital status and sex.

### 39. Cautionary Statement

Statements in the Directors Report and the Management Discussion and Analysis describing the Company's objectives, expectations or predictions, may be forward looking within the meaning of applicable securities laws and regulations. Actual results may differ materially from those expressed in the statement. Important factors that could influence the Company's operations include: global and domestic demand and supply conditions affecting selling prices, new capacity additions, availability of critical materials and their cost, changes in government policies and tax laws, economic development of the country, and other factors which are material to the business operations of the Company.

### 40. Other Disclosure

No disclosure or reporting is made with respect to the following items, as there were no transactions during the year under review:

- Details relating to deposits that are covered under Chapter V of the Act
- The issue of equity shares with differential rights as to dividend, voting or otherwise
- The issue of shares to the employees of the Company under any scheme (sweat equity or stock options)
- There is no change in the Share Capital / Debt Structure during the year under review. However the Authorised Share Capital of the Company has increased consequent upon merger of Jaykaycem (Central) Ltd. with the Company.
- The Company does not have any scheme or provision of money for the purchase of its own shares by employees or by trustees for the benefits of employees
- Managing Director, Dy. Managing Director & CEO and Dy. Managing Director & CFO has not received any remuneration or commission from any of its subsidiaries
- There was no revision in the financial statements
- There was no change in the nature of business
- There were no material changes and commitments affecting financial position of the Company between the end of the financial year and the date of this report
- Details in respect of frauds reported by auditors under sub-section (12) of section 143 other than those which are reportable to the Central Government.
- No proceeding is filed and/or pending against your Company under the Insolvency and Bankruptcy Code, 2016 (31 of 2016) as on 31.3.2024.

### 41. Acknowledgements

Your Directors wish to place on record their appreciation for the valuable support received by your Company from Banks, Govt. of Rajasthan, Govt. of Karnataka, Govt. of Haryana, Govt. of Madhya Pradesh, Govt. of Uttar Pradesh, Govt. of Gujarat, Central Govt. and Govt. of Fujairah. The Board thanks the employees at all levels for their dedication, commitment and hard work put in by them for Company's achievements. Your Directors are grateful to the Shareholders/ Stakeholders for their confidence and faith reposed in Board.

For J.K. Cement Ltd.

**Dr. Raghavpat Singhania**

Managing Director

DIN: 02426556

**Madhavkrishna Singhania**

Dy. Managing Director & CEO

DIN: 07022433

Place: Gurugram

Date: 12 May 2024

# Form AOC-1

## Statement containing salient features of the financial statement of Subsidiaries or Associate companies or Joint ventures

(Pursuant to first proviso to sub-section (3) of section 129 read with rule 5 of Companies (Accounts) Rules, 2014)

### Part "A": Subsidiaries

(Information in respect of each subsidiary to be presented with amounts in Rupees Crores, unless otherwise stated)

Sl. No.	Particulars	Details					
1	Name of Subsidiary	J.K. Cement (Fujairah) FZC (Wholly Owned Subsidiary)	J.K. Cement Works (Fujairah) FZC (Step Down Subsidiary)	J.K. White Cement (Africa) Limited (Step Down Subsidiary)	Toshali Cements Private Limited (Wholly Owned Subsidiary)	JK Maxx Paints Limited (erstwhile JK Maxx Paint Limited) (Wholly Owned Subsidiary)	Acro Paints Limited (Step Down Subsidiary)
2	The date since when subsidiary was acquired	Incorporated	Incorporated	Incorporated	21-02-2024	Incorporated	06-01-2023
3	Reporting period for the subsidiary concerned, if different from the holding company's reporting period	31-03-2024	31-03-2024	31-03-2024	31-03-2024	31-03-2024	31-03-2024
4	*Reporting currency and Exchange rate as on the last date of the relevant Financial year in the case of foreign subsidiaries	AED in Million	AED in Million	TZS in Million	INR in Crores	INR in Crores	INR in Crores
5	Share Capital	361.53	36.72	500.00	93.75	354.40	0.94
6	Reserves & surplus	19.03	-87.24	-3913.29	-117.58	-24.83	32.70
7	Total Assets	380.69	496.15	3,477.58	100.46	346.75	97.52
8	Total Liabilities	0.13	489.79	6,890.87	88.69	17.18	63.88
9	Investments	380.67	1.10	-	0.01	266.55	-
10	Turnover	-	248.20	17,931.80	63.55	100.32	136.69
11	Profit/(loss) Before Taxation	1.96	-3.72	-1,486.90	-14.78	-20.56	3.40
12	Provision for Taxation	-	0.49	89.91	-1.50	-4.83	1.27
13	Profit/(loss) after Taxation	1.96	-4.21	-1,576.81	-13.28	-15.73	2.13
14	Proposed Dividend	-	-	-	-	-	-
15	Extent of shareholding (in percentage)	100	90	100	100	100	100

#### Notes:

- All subsidiaries are in operations. However, M/s. Toshali Logistics Pvt. Ltd. has no significant operation during the year, hence details not incorporated.
- No subsidiaries have been liquidated or sold during the year. Jaykaycem (Central) Ltd. stood merged with the Company w.e.f. 1.8.2023.

\* Closing exchange rate adopted for consolidation: 1 AED = ₹22.720 and 1 TZS = ₹0.032088

\* Average exchange rate adopted for consolidation: 1 AED = ₹22.720 and 1 TZS = ₹0.032088

### Part "B": Associate Company and Joint Venture - Nil

For and on behalf of the Board of Directors of  
J. K. Cement Limited

**A.K. Saraogi**

Dy Managing Director and CFO  
DIN: 00130805

**Shambhu Singh**

Company Secretary  
Membership No: FCS 5836

**Dr. Raghavpat Singhania**

Managing Director  
DIN: 02426556

**Madhavkrishna Singhania**

Dy Managing Director and CEO  
DIN: 07022433

Place: Gurugram  
Date: 12 May 2024

Annexure-A

## Secretarial Audit Report

### FOR THE FINANCIAL YEAR ENDED 31<sup>st</sup> MARCH, 2024

[Pursuant to section 204(1) of the Companies Act, 2013 and Rule No. 9 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014]

To,  
The Members,  
J. K. Cement Limited,  
Kamla Tower,  
Kanpur.

We have conducted the Secretarial Audit of the compliance of applicable statutory provisions and the adherence to good corporate practices by **J.K. Cement Limited CIN: L17229UP1994PLC017199 ("the Company")** having its registered office at Kamla Tower, Kanpur, U.P. and manufacturing units at (i)Kailash Nagar, Nimbahera, Dist. Chittorgarh, Rajasthan, (ii)Mangrol, Dist. Chittorgarh, Rajasthan, (iii) Gotan, Dist. Nagaur, Rajasthan, (iv)Muddapur, Dist. Bagalkot, Karnataka, (v)Jharli, Dist. Jhajjar, Haryana , (vi) Village: Rupand, Tensil- Badwara, Dist. Katni, M.P. (vii) Aligarh U.P. (viii) Balasinor, Gujarat, Panna and Ujjain, M.P. etc. Secretarial Audit has been conducted in a manner that provided us a reasonable basis for evaluating the corporate conduct/statutory compliances and expressing our opinion thereon.

Based on our verification of books, papers, minute books, forms and returns filed and other records maintained by the Company and also the information provided by the Company, its Officers, Agents and Authorized representatives during the conduct of secretarial audit, the explanations and clarifications given to us and the representations made by the Management, we hereby report that in our opinion, the Company has, during the audit period covering the financial year ended on **31 March 2024**, complied with the statutory provisions listed hereunder and also that the Company has proper processes and compliance-mechanism in place to the extent, in the manner and subject to the reporting made hereinafter:

We have examined the books, papers, minute books, forms and returns filed and other records maintained by the Company for the financial year ended on **31 March 2024** according to the provisions of:

- i. The Companies Act, 2013 ('the Act') and the rules made there under;
- ii. The Securities Contracts (Regulation) Act, 1956 ('SCRA') and the rules made there under;
- iii. The Depositories Act, 1996 and the Regulations and Bye-laws framed there under;
- iv. Foreign Exchange Management Act, 1999 and the rules and regulations made thereunder to the extent of Foreign Direct Investment and Overseas Direct Investment and External Commercial Borrowings.,
- v. Secretarial Standards as prescribed by Institute of Company Secretaries of India.
- vi. The following Regulations and Guidelines with amendments thereto prescribed under the Securities and Exchange Board of India Act, 1992 ('SEBI Act'):-
  - a) The Securities and Exchange Board of India (Substantial Acquisition of Shares and Takeovers) Regulations, 2011;
  - b) The Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015;
  - c) The Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2018 and amendments from time to time;
  - d) The Securities and Exchange Board of India (Issue and Listing of Debt Securities) Regulations, 2008 and amendments from time to time;
  - e) The Securities and Exchange Board of India (Listing Obligations and Disclosure Requirement) Regulations, 2015 and amendments from time to time;
  - f) The Competition Act, 2002 and Rules/ Regulations framed thereunder;
- vii. Following other laws are applicable specifically to the company
  - a) Factories Act, 1948;
  - b) Industries ( Development & Regulation) Act, 1951;
  - c) Laws prescribed related to mining activities;
  - d) Labour Laws and other incidental laws related to labour and employees appointed by the Company either on its payroll or on contractual basis as related to wages, gratuity, provident fund, ESIC, compensation etc;
  - e) Laws prescribed under prevention and control of pollution;
  - f) Laws prescribed under Environmental protection;
  - g) Laws prescribed under Direct Tax and Indirect Tax;
  - h) Land Revenue laws of respective States;

- i) Labour Welfare Laws of respective states;
- j) Local laws as applicable to various offices, plants, grinding stations/Units and bulk cement terminals.
- k) Ammonium Nitrate Rules 2012
- l) Explosive Rules 2008
- m) Mines Act, 1952 read with Mines Rules, 1955
- n) Cement Cess Rule, 1993
- o) Cement (Quality Control) Order, 2003.

We have also examined compliance with the applicable clauses of the following:

- (i) Secretarial Standards issued by The Institute of Company Secretaries of India.
- (ii) The applicable provisions of SEBI (LODR) Regulations 2015 for listing of Company's shares with the Bombay Stock Exchange and National Stock Exchange of India Ltd.

During the period under review the Company has complied with the provisions of the Acts, Rules, Regulations, Guidelines, Standards, etc. mentioned here in above. We have relied on the representation made by the Company and its Officers for systems and mechanism formed by the Company for Compliances under other Act, Laws and Regulations to the Company.

A Compliance Management Software is in place to track timely Compliance of applicable legislation in the Company. The Internal Audit Team is monitoring and submitting its quarterly Compliance reports before the Audit Committee

We further report that during the year under report, following events/actions had major bearing on the Company's affairs in pursuance to the above referred laws, rules, regulations, guidelines, standards etc.:-

1. The Company has acquired 100% equity shareholding of M/s. Toshali Cements Private Limited whereupon Toshali Cements Private Limited became Wholly Owned Subsidiary of the Company.
2. The wholly owned subsidiary Company M/s. Jaykaycem (Central) Limited has been Amalgamated with J. K. Cement ltd.
3. Proceedings related to Competition Commission of India (CCI) matters is still pending.

4. Show Cause Notice for non compliance of sec 90(4) of the Companies Act, 2013 was issued which was duly replied. Till now, there is no further query on it.
5. Show Cause Notice for demand under section 221(1) of the Income Tax Act, 1961 pertaining to deposit of TDS against Company's TAN Number was issued. The Company initiated steps for dropping of the proceeding.
6. The Company's Subsidiary J.K. Maxx Paints Ltd. acquired remaining 40% equity share capital of Acro Paints Limited whereupon Acro Paints Limited became Wholly Owned Subsidiary of the Company.
7. The Company holds more than 20% in the Companies listed below. However, the Company does not exercise significant influence or control on decision of the investees.
  - 1) 02 Renewal Energy V Private Ltd. (Holding-42%)
  - 2) Nay Energy Private Ltd. (Holding-26%)
  - 3) FP CENTAURUS PRIVATE LTD(Holding-34.91%)
  - 4) CLEAN MAX MATAHATI PRIVATE LTD(Holding-26%)

We further report that the Board of Directors of the Company is duly constituted with proper balance of Executive Director, Non-Executive, Non-Independent Directors and Non-Executive, Independent Directors. The changes in the composition of the Board of Directors that took place during the period under review were carried out in compliance with the provisions of the Act.

Adequate notice is given to all directors for convening the Board Meetings, agenda and detailed notes on agenda were sent at least seven days in advance, and a system exists for seeking and obtaining further information and clarifications on the agenda items before the meeting and for meaningful participation at the meeting.

For: Reena Jakhodia & Associates  
Company Secretaries

**(Reena Jakhodia)**

Proprietor

Membership No: F6435

C.P. No.: 6083

UDIN: F006435F000283316

Place: Kanpur  
Date:01.05.2024

This report is to be read with our letter of even date which is annexed as Annexure A and forms an integral part of this report.

**Annexure-A**

To,  
The Members,  
J. K. Cement Limited,  
Kamla Tower,  
Kanpur.

Our report of even date is to be read along with this letter.

1. Maintenance of Secretarial record is the responsibility of the management of the company.  
Our Responsibility is to express an opinion on these secretarial records based on our audit.
2. We have followed the audit practices and processes as were appropriate to obtain reasonable assurance about the correctness of the contents of the Secretarial records. The verification was done on test basis to ensure that correct facts are reflected in secretarial records. We believe that the processes and practices, we followed provide a reasonable basis for our opinion.
3. We have not verified the correctness and appropriateness of financial records and Books of accounts of the company.
4. Where ever required, we have obtained the Management Representation about the compliance of laws, rules and regulations and happening of events etc.
5. The compliance of the provisions of Corporate and other applicable laws, rules, regulations, standards is the responsibility of management. Our examination was limited to the verification of procedures on test basis.
6. The Secretarial Audit report is neither an assurance as to the future viability of the company nor of the efficacy or effectiveness with which the management has conducted the affairs of the company.

For: Reena Jakhodia & Associates  
Company Secretaries

**(Reena Jakhodia)**

Proprietor

Membership No: F6435

C.P. No.: 6083

UDIN: F006435F000283316

Place: Kanpur  
Date:01.05.2024

## Annexure-B

# The Annual Report On Corporate Social Responsibility For Financial Year 2023-24

[As prescribed under Section 135 of the Companies Act, 2013 and The Companies (Corporate Social Responsibility Policy) Rules, 2014 (including any statutory modification(s) or re-enactment thereof, for the time being in force) as amended from time to time]

- Brief outline on CSR Policy of the Company: The CSR Policy was approved by the Board of Directors at its Meeting held on 1 November 2014 and has been uploaded on the Company's website. The web link is [https://www.jkcement.com/frontTheme/pdf/csr\\_policy\\_of\\_jk\\_cement\\_ltd\\_20.11.14.pdf](https://www.jkcement.com/frontTheme/pdf/csr_policy_of_jk_cement_ltd_20.11.14.pdf). The Company undertook activities relating to rural development, community welfare, disaster relief, education promotion, environmental sustainability, eradicating hunger, poverty and malnutrition, healthcare and sanitation, drinking water, sports promotion.
- Composition of CSR and Sustainability Committee:

Sl. No.	Name of Director	Designation / Nature of Directorship	Number of meetings of CSR and Sustainability Committee held during the year	Number of meetings of CSR and Sustainability Committee attended during the year
1	Mrs. Deepa Gopalan Wadhwa	Independent, Non Executive (Chairperson)	2	2
2	Mrs. Sushila Devi Singhania (till 27.5.2023)	Non Independent, Non Executive	2	NIL
3	Mr. Madhavkrishna Singhania (w.e.f. 27.5.2023)	Non Independent, Executive	2	1
4	Mr. Ashok Kumar Sharma	Independent, Non Executive	2	2
5	Mr. Mudit Aggarwal	Independent, Non Executive	2	2
6	Mr. Ajay Narayan Jha (till 8.2.2024)	Independent, Non Executive	2	2
7	Ms. Praveen Mahajan (w.e.f. 15.2.2024)	Independent, Non Executive	2	NA

- Provide the web-link(s) where Composition of CSR and Sustainability Committee, CSR Policy and CSR Projects approved by the board are disclosed on the website of the company.

<https://www.jkcement.com/corporate-governance>

<https://www.jkcement.com/policies>

<https://www.jkcement.com/csr>

- Provide the executive summary along with web-link(s) of Impact Assessment of CSR Projects carried out in pursuance of sub-rule (3) of rule 8, if applicable.

NOT APPLICABLE.

- Average net profit of the company as per sub-section (5) of section 135. ₹10175152667.00
  - Two percent of average net profit of the company as per sub-section (5) of section 135: ₹203503053.00
  - Surplus arising out of the CSR Projects or programmes or activities of the previous financial years.  
NIL
  - Amount required to be set-off for the financial year, if any. NIL
  - Total CSR obligation for the financial year [(b)+(c)-(d)]. 203503053.00
- Amount spent on CSR Projects (both Ongoing Project and other than Ongoing Project). 208720484
  - Amount spent in Administrative Overheads. NIL
  - Amount spent on Impact Assessment, if applicable. NOT APPLICABLE
  - Total amount spent for the Financial Year [(a)+(b)+(c)]. 208720484.

(e) CSR amount spent or unspent for the Financial Year:

Total Amount Spent for the Financial Year. (in ₹)	Amount Unspent (in ₹)				
	Total Amount transferred to Unspent CSR Account as per subsection (6) of section 135.		Amount transferred to any fund specified under Schedule VII as per second proviso to sub-section (5) of section 135.		
	Amount	Date of transfer	Name of the fund	Amount	Date of transfer
20,87,20,484	NIL	N.A	NA	NA	NA

(f) Excess amount for set-off, if any:

Sl. No.	Particular	Amount (in ₹)
(1)	(2)	(3)
(i)	Two percent of average net profit of the company as per sub-section (5) of section 135	20,35,03,053
(ii)	Total amount spent for the Financial Year	20,87,20,484
(iii)	Excess amount spent for the Financial Year [(ii)-(i)]	52,17,431
(iv)	Surplus arising out of the CSR projects or programmes or activities of the previous Financial Years, if any	NIL
(v)	Amount available for set off in succeeding Financial Years [(iii)-(iv)]	52,17,431

7. Details of Unspent Corporate Social Responsibility amount for the preceding three Financial Years:

Sl. No	Preceding Financial Year(s)	Amount transferred to Unspent CSR Account under subsection (6) of section 135 (in ₹)	Balance Amount in Unspent CSR Account under subsection (6) of section 135 (in ₹)	Amount Spent in the Financial Year (in Rs)	Amount transferred to a Fund as specified under Schedule VII as per second proviso to subsection (5) of section 135, if any		Amount remaining to be spent in succeeding Financial Years (in Rs)	Deficiency, if any
					Amount (in Rs)	Date of Transfer		
1	FY-1	NIL	NIL	NIL	NIL	NIL	NIL	NIL
2	FY-2	NIL	NIL	NIL	NIL	NIL	NIL	NIL
3	FY-3	NIL	NIL	NIL	NIL	NIL	NIL	NIL

8. Whether any capital assets have been created or acquired through Corporate Social Responsibility amount spent in the Financial Year: NO

If Yes, enter the number of Capital assets created/ acquired:

Furnish the details relating to such asset(s) so created or acquired through Corporate Social Responsibility amount spent in the Financial Year:

Sl. No.	Short particulars of the property or asset(s) [including complete address and location of the property]	Pincode of the property or asset(s)	Date of creation	Amount of CSR amount spent	Details of entity/ Authority/ beneficiary of the registered owner		
(1)	(2)	(3)	(4)	(5)	(6)		
					CSR Registration Number, if applicable	Name	Registered address

No asset has been created or acquired through Corporate Social Responsibility amount spent

(All the fields should be captured as appearing in the revenue record, flat no, house no, Municipal Office/ Municipal Corporation/ Gram panchayat are to be specified and also the area of the immovable property as well as boundaries)

9. Specify the reason(s), if the company has failed to spend two per cent of the average net profit as per subsection (5) of section 135. The Company has spent its CSR obligation for FY 23-24

Sd/-  
**Deepa Gopalan Wadhwa**  
 Chairperson  
 CSR and Sustainability Committee  
 DIN: 07862942

Sd/-  
**Dr. Raghavpat Singhania**  
 Managing Director  
 DIN: 02426556

## Annexure-C

### Particulars of Energy Conservation , Technology Absorption , Foreign Exchange Earnings and Outgo Required Under Companies (Accounts) Rules 2014 Pursuant to section 134(3)(m) of the Companies Act,2013 read with Rule 8(3) of the Companies(Accounts) Rules,2014

#### A) Energy Conservation

Sustainable Development and continuous improvement of Key Performance Indicators are of prime importance for the company. Energy reduction in every field is the need of time to sustain business in the current scenerio of each & every industry including Cement. Major contribution towards cost of manufactured cement is the Electrical energy and Thermal energy consumption, so for J K Cement main focus to reduce cost of production is the conservation of electrical & thermal energy .

During the year 2023-24, various endeavours have been done to reduce the consumption of electrical & thermal energy for the production of cement by our different manufacturing units. These energy conservation measures during 2023-24 has resulted in reduction of power consumption by 9.83 crores kwh, equivalent to 8455 TOE.

In an additional new technology absorption which are Solar power plant and SHC (Specific Heat Consumption) reduction & increased Kiln throughput etc. resulted in reducing the fossil energy consumption of 0.12 crore kWh equivalent to 6294 TOE during the year with a total Investment was INR 42.74 crores lacs and resulted in the saving of 12.08 crores lakhs in the current fiscal year. However, the installed projects and energy conservation initiatives shall result in recurring energy savings in years to come.

The overall energy saving projects are classified into the listed categories:-

1. Process optimization with nil investment
2. Installation of energy efficient equipments
3. Implementing in house kaizens & modifications
4. Downsizing of existing equipments
5. Improving Thermal efficiency.
6. Improving Production & Operational efficiency.
7. R&D Activities and Adopting new Technology.
8. VFD installation in fans

#### Process optimization

By the optimization of various process parameters, interlockings, logics etc., many savings were achieved. Monitoring of Production process and Analysis of data is very important for energy conservation. By various process optimizations saving of INR 41.42 crores achieved with reduction of 9.58 crores kWh of electricity equivalent to 8241

TOE with expenditure of INR 0.13 crore only. Most of the optimizations are done with minimal investment.

#### Installation of Energy Efficient Equipments

Replacement of low efficiency motors by high efficiency motors, replacement of high power consumption lamps by energy saving LED lamps, Zero air loss liquid air trap, installation of new low pressure compressor for fly ash handling and other energy efficient equipments of latest technology were installed to improve the electrical efficiency of the system. By these steps saving of 0.02 crore kWh equivalent to 19 TOE and saving with INR 0.14 crore with the expenditure of INR 0.66 crore. However, the installed projects and energy conservation initiatives shall result in recurring energy savings in years to come.

#### Implementing In-house kaizens & modifications

Small steps of energy savings like kaizen in various section of Production & Process is a big tool for energy conservation. Such small modifications resulted in savings of 0.01 crore kWh equal to 17 TOE and INR 0.14 crore saving with INR 0.05 crore investment only.

#### Downsizing of the existing equipments

Utilization of optimum loading on motors with respect to existing lower loading and rated KW, various motors were replaced by lower KW ratings resulting in Improvement in loading factor and efficiency. Such steps in total resulted in savings of INR 0.03 crore by reducing 0.01 crore kWh of electricity equivalent to 4 TOE with an investment of 0.03 crore INR.

#### Improvement in Production & Operational Efficiency

Improvement in the Production rate index of Kilns with optimization of process & operational parameters in which savings in terms of rupees as well as efficiency of the system are achieved. Through improvement in output & operational efficiency, company has saved INR 1.29 crores by reducing 0.19 crore kWh of electricity equivalent to 163 TOE.

#### VFD installation in fans

Replacement of existing drive system by VFD installation in fans has resulted in savings 0.01 crore kWh and saving of INR 0.09 crore of electricity equivalent to 10 TOE. with expenditure of INR 0.16 crore only.

**B) Technology Absorption and R&D Activities**

For FY 2023-2024 technology upgradation and R&D activities in the areas for Process Improvement, downsizing of the existing equipment, improving production and operational efficiency and Installation of energy efficient equipments such as solar plants at JK Cement Ltd., this has resulted in reduction of fossil energy consumption by 0.12 crore kWh equivalent to 6294 TOE during the year with a total Investment was INR 42.74 crores and resulted in the saving of 12.08 crores. However, the installed projects and energy conservation initiatives shall result in continuous savings in electrical & thermal power in the years to come.

Major steps in Technology Absorption and R&D Activities planned for FY25

R&D activities & Energy saving initiatives, expenditure of ₹13.17 crores is planned to save ₹44.62 crores, through expected saving of 11.77 crores kWh electricity equivalent to 11080 TOE throughout in Mangrol, Nimbahera, Panna, Aligarh, Balasinor, Jharli, Hamirpur, & Gotan White Unit (Line 1 & 2).

**C) Foreign Exchange Earnings And Outgo**

Particulars	₹ In crores
Foreign Exchange earned in terms of actual inflows	3.93
Foreign Exchange outgo in terms of Actual inflows	1077.65

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L17229UP1994PLC017199
2. Name of the Listed Entity	JK Cement Limited (JKCL)
3. Year of incorporation	24-Nov-1994
4. Registered office address	Kamla Tower, Kanpur – 208001, Uttar Pradesh, India
5. Corporate address	Prism Tower, Ninaniya Estate, Gwal Pahari, Gurugram - 122102, Haryana
6. E-mail	<a href="mailto:shambhu.singh@jkcement.com">shambhu.singh@jkcement.com</a>
7. Telephone	0124-6919000
8. Website	<a href="https://www.jkcement.com/">https://www.jkcement.com/</a>
9. Financial year for which reporting is being done	FY 2023-24
10. Name of the Stock Exchange(s) where shares are listed	1. Bombay Stock Exchange Limited (BSE) 2. National Stock Exchange of India Limited (NSE)
11. Paid-up Capital	₹ 77.27 Cr
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. Shambhu Singh Company Secretary +91-512-2371478-81 <a href="mailto:shambhu.singh@jkcement.com">shambhu.singh@jkcement.com</a>
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures under this report are made on standalone basis for JK Cement Limited
14. Name of assurance provider	DNV Business Assurance India Private Limited
15. Type of assurance obtained	Reasonable Assurance on BRSR core Indicators, while Limited Assurance on remaining BRSR indicators

### II. Products/services

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Cement and cement related products	100

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

S.No.	Product/Service	NIC Code	% of total Turnover contributed
1	Grey Cement	3242	81
2	White Cement & Wall Putty (including VAP)	3242, 3244, 23949	19

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	12	51	63

#### 19. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)- Grey Cement	24
National (No. of States)- White Cement	Pan India

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

Negligible

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

JKCL caters to the demands and needs of various institutional/commercial customers, individual house builders, government bodies for infrastructure projects.

**IV. Employees**

**20. Details as at the end of Financial Year (FY 2023-24):**

**a. Employees and workers (including differently abled):**

S.No. Particulars	Total (A)	Male		Female	
		No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>					
1. Permanent (D)	4097	3957	97	140	3
2. Other than Permanent (E)	2109	2074	98	35	2
<b>3. Total Employees (D+E)</b>	<b>6206</b>	<b>6031</b>	<b>97</b>	<b>175</b>	<b>3</b>
<b>WORKERS</b>					
4. Permanent (F)	99	99	100	0	0
5. Other than Permanent (G)	4479	4445	99	34	1
<b>6. Total workers (F+G)</b>	<b>4578</b>	<b>4544</b>	<b>99</b>	<b>34</b>	<b>1</b>

Total workforce (10,784) has been divided into two categories as per BRSR i.e. employees (6206) & workers (4578).

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

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

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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	14	3	21.4
Key Management Personnel	4	0	0

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## 22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21.5%	26%	21.63%	19.2%	0.8%	20%	15.3%	0.7%	16%
Permanent Workers	11%	NA	11%	9%	0	9%	8%	0	8

Note: No female in permanent workers for FY23-24.

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	JK Cement (Fujairah) FZC	Wholly Owned Subsidiary	100	No
2	J.K. Cement Works (Fujairah) FZC	Step-Down Subsidiary	90	No
3	JK White Cement (Africa) Limited	Step-Down Subsidiary	100	No
4	JK Maxx Paints Limited (formerly known as JK Paints and Coatings Limited)	Wholly Owned Subsidiary	100	No
5	Acro Paints Limited	Step-Down Subsidiary	100	No
6	Toshali Cements Pvt. Limited	Wholly Owned Subsidiary	100	No
7	Toshali Logistics Pvt. Ltd.	Step-Down Subsidiary	100	No

Note: In FY 2022-23, Panna (IU) and Hamirpur (GU) were under operational control of Jaykaycem (subsidiary). However, Jaykaycem (Central) Limited stands dissolved without being wound up and amalgamated with J.K. Cement Limited w.e.f. 01.08.2023.

## VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes  
 (i) Turnover (in ₹) (FY 23-24) ₹ 10918 Cr.  
 (ii) Net worth (in ₹) (FY 23-24) ₹ 5353.39 Cr.

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	NA	2	0	–
Investors (other than shareholders)	Yes	0	0	NA	0	0	–
Shareholders	Yes	10	0	NA	14	0	–
Employees and workers	Yes	0	0	NA	5	0	–
Customers	Yes	1369	27	NA	1296	20	–
Value Chain Partners	Yes	–	–	NA	0	0	–
Other (please specify)	–	NA	NA	NA	NA	NA	–

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Emissions Management	Risk	Emerging climate-related regulations such as carbon pricing mechanisms and ETS (Emission Trading Scheme) may impact JKCL's business in the long-run.	Developed and implemented decarbonization strategies, implemented internal carbon pricing and got the SBTi targets validated.	Negative
2	Alternative Fuel Resources	Opportunity	Use of AFR reduces GHG emissions and utilises waste from other industries, thereby embedding circular economy within our operations.	-	Positive
3	Water management	Opportunity	Reusing, recycling and rainwater harvesting, reduces our dependency on water withdrawals leading to increased availability of water resource. Implementation of water efficient technologies reduce dependency on shared water resources.	-	Positive
4	Occupational Health & Safety	Risk	Poses potential harm to workers and can result in accidents, injuries, or long-term health issues if not properly managed and mitigated.	Implemented health and safety management system across all JKCL plants.	Negative

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
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	<a href="https://www.jkcement.com/policies/">https://www.jkcement.com/policies/</a>								
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, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies are formulated in accordance with established principles and align with internationally recognised standards such as ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 50001:2015, UNGC Guidelines, UN-SDGs, GRI Standards, CDP Climate & Water, SBTi, TCFD, IIRC, BIS Standards, ILO Principles, WBCSD, IGBC GreenPro, and GreenCo.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Absolute Gross GHG Scope-1 & 2 Target 2030: 532 kg CO <sub>2</sub> /t cementitious material (SBTi) Net GHG Scope-1 Target 2030: 465 kg CO <sub>2</sub> /t cementitious material (GCCA) Green Power Mix Target 2030: 75% Water positivity: 5X (Times) by 2030 Diversity and inclusion: 5% women by 2030 Training: 20 hours training per employee by 2030 For further details, refer Integrated Annual Report 2024								

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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Absolute Gross GHG Scope-1 & 2 563 kg CO <sub>2</sub> /t cementitious material (SBTi) Net GHG Scope-1 512 kg CO <sub>2</sub> /t cementitious material (GCCA), Green Power Mix 51% Water positivity: 4.5 X (Times) Diversity and inclusion: 3.33% women Training: 15.3 hours training per employee For further details, refer Integrated Annual Report 2024								

## 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) Refer Deputy Managing Director and CEO's message in the Integrated Annual Report 2024										
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Name: Mr. Madhavkrishna Singhania Designation: Deputy Managing Director and CEO Telephone Number: +91-512-2371478-81									
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.	Yes. CSR & Sustainability Committee									
	S. no			Name of the Director				Status		
	1	Mrs Deepa Gopalan Wadhwa				Independent, Non-Executive (Chairperson)				
	2	Mr Mudit Aggarwal				Independent, Non-Executive				
	3	Mr Madhavkrishna Singhania				Non-Independent, Executive				
	4	Ms. Praveen Mahajan				Independent, Non-Executive				
	5	Mr Ashok Kumar Sharma				Independent, Non-Executive				

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

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

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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Yes, checks and balances are in place for ensuring strict compliance to various Company policies and practices.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The 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)									NA
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

### PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

#### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	4	During the year, the various updates on business, regulatory compliances, ESG, climate change, PoSH, SDGs, data security and privacy, BRSR Principles etc were discussed for business alignment.	100
Key Managerial Personnel	4	Code of Conduct, PoSH, regulatory compliances, ESG, climate change, SDGs, PoSH, data security and privacy.	100
Employees other than BoD and KMPs	164	Basic First Aid, Code of Conduct, PoSH, Safety Training, Basic Road Traffic Rules, Electrical Safety, Uses of machines, Hazards Awareness, PF, ESIC, ESG, Climate Change.	100
Workers	10390	Safety induction, job specific safety at workplace.	83

#### 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					
Settlement			NIL		
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			NIL		
Punishment			NIL		

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	NA

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

JKCL covers anti-corruption/anti bribery in its Code of Conduct policy.

The policy can be accessed at <https://www.jkcement.com/frontTheme/pdf/Code-of-Conduct-Policy-15-12-22.pdf>

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

### 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.

NA

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	50.69	52.63

### 9. Open-ness of business

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

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	66.34%	69.14%
	b. Number of dealers / distributors to whom sales are made	11786	10637
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	3%	3%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	4%	0.98%
	b. Sales (Sales related parties / Total Sales)	0.01%	0.29%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.05%	0%
	d. Investments (Investments in related parties / Total Investments made)	13%	63%

## Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% Age of value chain partners covered (by value of business done with such partners) under the awareness programmes
2	ESG, Ethics, Human Rights, Governance, Climate Change, Health & Safety.	20%

Note- JKCL has conducted 02 nos. virtual sessions of capacity-building programmes on ESG, suppliers' code of conduct for 116 Tier-1 suppliers. Microsoft Survey forms was shared with suppliers and out of which 23 have responded.

### 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 Company has the code of conduct for the Board and senior management pursuant to Regulation 17(5) (a) of SEBI Listing Regulations; as well as for the employees of the Company and its subsidiaries. We have an Audit Committee represented by Independent Directors who approves the Related Party Transactions. Hence conflict of interest if any is not possible. For more details, refer to Corporate Governance Section in the Annual Integrated Report 2024.

## 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 (FY 2023-24)	Previous Financial Year (FY 2022-23)	Details of improvements in Environmental and social impacts
R&D	0.2%	0.55%	Development of green products (Composite cement) that lead to the minimisation of emissions
Capex	18.83%	9%	-

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

JKCL strictly adheres to a well-defined ESG policy and a code of conduct for suppliers. We have an integrated system in place that permits business dealings exclusively with suppliers who commit to complying with JKCL's ESG guidelines. As a result, we ensure that our sourcing is fully sustainable. The link of Supplier's Code of Conduct is given below:

<https://www.jkcement.com/frontTheme/pdf/Supply-Chain-Sustainability-and-Suppliers-Code-of-Conduct-of-JK-Cement.pdf>

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

All new suppliers are onboarded based on ESG parameters, ensuring that the sourcing practices align with JKCL's commitment to Sustainable sourcing. It is evident in systematic and thorough supplier evaluation and approval process, which underscores the company's pledge to sustainability and responsible business practices.

#### 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.

- Plastic packaging bags are commonly reused for storing various items, including construction inventory, grains, fodder, and more. Furthermore, once these plastic bags are disposed of, they are often recycled by waste recyclers. JKCL also co-processes the plastics waste as an AFR.
- Our products do not produce any E-waste. However, the E-waste produced during the office operations is sold to the registered recyclers.
- The hazardous waste produced during the cement manufacturing process is responsibly disposed off by selling it to certified recyclers or waste management companies. Furthermore, the fraction of hazardous waste that can be incinerated is utilised for co-processing within our own facility.

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

Yes, Extended Producer Responsibility (EPR) is applicable for JK Cement Limited. JKCL has registered for EPR targets and compliances on CPCB portal along with action plan.

## 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?

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.
3242	PPC, PPPC, OPC, PSC	81%	Nimbahera, Mangrol, Muddapur	Yes	Yes, <a href="https://www.jkcement.com/wp-content/uploads/2023/08/JK-Cement-IR2023.pdf">https://www.jkcement.com/wp-content/uploads/2023/08/JK-Cement-IR2023.pdf</a>

JKCL conducted Life Cycle Assessment (LCA) study using ISO 14040/44 standards for various products at our Nimbahera, Mangrol and Muddapur plants. For further details, refer Natural Capital in the Integrated Annual Report 2024.

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.

As per the inferences, blended cement has the least environmental impact due to its low carbon footprint, and it also offers enhanced durability. Therefore, we are concentrating our efforts on the production and sale of blended cement, recognised for its superior quality. Additionally, we are committed to optimising the cost to ensure it remains economical for customers.

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 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Slag	1%	0.5%
Fly ash	22%	22%

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	In FY 2023-24, JKCL co-processed 7 times the amount of plastic waste introduced into the environment through plastic packaging bags of our cement. We have successfully co-processed 181.69 kilo tonnes of plastic waste as Alternative Fuel and Raw material (AFR).					
E-waste	JKCL doesn't produce any e-waste or hazardous waste in its products. However, waste generated within the plant operations is sent to authorised third party recyclers as per the land of rules.					
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, as we produce cement which is used as concrete in the construction projects and is not subject to reclamation	

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

**Essential Indicators**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	3957	3957	100	3957	100	NA	NA	3957	100	3957	100
Female	140	140	100	140	100	140	100	140	100	140	100
<b>Total</b>	<b>4097</b>	<b>4097</b>	<b>100</b>	<b>4097</b>	<b>100</b>	<b>140</b>	<b>3%</b>	<b>4097</b>	<b>100</b>	<b>4097</b>	<b>100</b>
<b>Other than Permanent employees</b>											
Male	2074	2074	100	2074	100	NA	NA	NA	NA	2074	100
Female	35	35	100	35	100	35	100	NA	NA	35	100
<b>Total</b>	<b>2109</b>	<b>2109</b>	<b>100</b>	<b>2109</b>	<b>100</b>	<b>35</b>	<b>2</b>	<b>NA</b>	<b>NA</b>	<b>2109</b>	<b>100</b>

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
Male	99	99	100	99	100	NA	0	0	0	99	100
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>99</b>	<b>99</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>NA</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>99</b>	<b>100</b>
<b>Other than Permanent workers</b>											
Male	4445	4445	100	4445	100	NA	NA	0	0	4445	100
Female	34	34	100	34	100	34	100	0	0	34	100
<b>Total</b>	<b>4479</b>	<b>4479</b>	<b>100</b>	<b>4479</b>	<b>100</b>	<b>34</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>4479</b>	<b>100</b>

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.11	0.13

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

Benefits	FY 2023-24 Current Financial Year			FY 2022-23 Current Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	–
Gratuity	100	100	Y	100	100	–
ESI	100	100	Y	100 (eligible population)	100 (eligible population)	–
Others	NA	NA	NA	NA	NA	NA

## Business Responsibility & Sustainability Report

### 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.

Yes

### 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.

JKCL believes in providing equal opportunities to all individuals, regardless of age, gender, ethnicity, nationality, race, or religion. Kindly refer our Code of Conduct policy:

<https://www.jkcement.com/wp-content/uploads/2023/10/Code-of-Conduct-Policy-15-12-22.pdf>

### 5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate %	Return to work rate	Retention rate %
Male	100	100	NA	NA
Female	100	100	NA	NA
<b>Total</b>	<b>100</b>	<b>100</b>	<b>NA</b>	<b>NA</b>

### 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
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

Our company has an effective grievance redressal mechanism in place to ensure that employees feel heard and valued, and that any issues or concerns they may have are addressed in a timely and effective manner. For further details, refer Human Capital section in the Integrated Annual Report 2024.

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

	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	4097	0	0	3216	0	0
Male	3957	0	0	3104	0	0
Female	140	0	0	112	0	0
Total Permanent Workers	99	99	100	551	381	69.1
Male	99	99	100	549	381	69.3
Female	0	0	0	2	0	0

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

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill Upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	6031	6031	100	1443	24	4866	4866	100	589	12
Female	175	175	100	108	62	117	117	100	37	32
<b>Total</b>	<b>6206</b>	<b>6206</b>	<b>100</b>	<b>1551</b>	<b>25</b>	<b>4983</b>	<b>4983</b>	<b>100</b>	<b>626</b>	<b>13</b>
Workers										
Male	4544	4544	100	227	5	4204	4204	100	183	4
Female	34	34	100	2	5	42	42	100	0	0
<b>Total</b>	<b>4578</b>	<b>4578</b>	<b>100</b>	<b>229</b>	<b>5</b>	<b>4246</b>	<b>4246</b>	<b>100</b>	<b>183</b>	<b>4</b>

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	6031	6031	100	4866	4866	100
Female	175	175	100	117	117	100
<b>Total</b>	<b>6206</b>	<b>6206</b>	<b>100</b>	<b>4983</b>	<b>4983</b>	<b>100</b>
Workers						
Male	4544	4544	100	4204	4204	100
Female	34	34	100	42	42	100
<b>Total</b>	<b>4578</b>	<b>4578</b>	<b>100</b>	<b>4246</b>	<b>4246</b>	<b>100</b>

**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, JKCL has a comprehensive occupational health & safety management that is applicable for all our manufacturing plants and offices.

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

JKCL has a robust Hazard Identification and Risk Assessment system (HIRA) in place. We have standard of procedures to ensure health & safety across all manufacturing sites and offices. Training programs are conducted on health & safety for all the workers and make them aware on the best practices to minimise the risk. Our all sites are ISO 45001:2018 certified.

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

JKCL has procedures in place for employees and workers to promptly report near misses and unsafe conditions to the safety team. In the event of an injury or fatality on the premises, reports can be submitted online or offline. Any unsafe incident is promptly communicated to department leads and the safety team through the Surksha Portal. Thorough investigations are conducted against any reported incidents or near misses, and corrective actions are implemented. Progress on corrective actions and prevention plans is reviewed and discussed during safety committee meetings.

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

Yes, all the employees and workers of JKCL have the access to non-occupational medical and healthcare services.

# Business Responsibility & Sustainability Report

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

Safety Incident/Number	Category*	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.19	0.54
Total recordable work-related injuries	Employees	0	0
	Workers	4	19
Number of fatalities	Employees	0	0
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	2	0

\*Including in the contract workforce

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

The Health and Safety team is dedicated to ensuring the safety and occupational health of employees consistently. We maintain the overall effectiveness of our safety and occupational health management system through the implementation of various measures, including establishing standards and procedures, conducting safety observations and audits, providing training and building capabilities, investigating incidents, managing contractor safety, addressing occupational health concerns, ensuring logistics safety, promoting project safety, enforcing fire safety protocols, maintaining workplace safety standards, enhancing driver safety practices, and prioritising social safety initiatives.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	128	6	NA	200	17	–
Health & Safety				166	20	–

## 14. Assessments for the year:

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

Based on the risks and concerns identified from the assessment of health and safety practices and working conditions, several corrective actions have been taken. We undertake Safety Audits under ISO 45001:2018 and implement best practices across our facilities. Regular internal audits conducted by the safety team focused on hand railing, platforms, housekeeping, and the proper use of personal protective equipment (PPE). In one of our audits, a hazard was identified in conveyor rollers of reclaimer at crusher within 02 meters height were found to be not guarded. We have Installed Guarding on the conveyor rollers of reclaimer to mitigate hazards identified. Additionally, a proper monthly inspection routine was established, and each cutting set trolley was numbered to prevent the use of nonstandard trolleys. These actions are part of our continuous commitment to maintaining a safe and healthy working environment for all employees.

## 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).

Employee Yes /Worker Yes

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

All contracts specify clear obligations and general conditions, including statutory dues such as Provident Fund (PF), gratuity, minimum wages, etc. These obligations are diligently ensured by the HR department.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes, we provide Transfer of House holding support and we also reimburse the movement cost of the employee and family.

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	51
Working Conditions	51

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.

JKCL is committed to fostering a secure, healthy, and supportive work environment for both employees and stakeholders alike. We organise training programs for our value chain partners, sharing insights on health and safety, as well as the best practices implemented across our manufacturing plants to maintain safe working conditions and prevent accidents.

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

### Essential Indicators

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

We highly prioritise our interactions with stakeholders, engaging with them regularly to comprehend their expectations and concerns. JK Cement has a structured Materiality Assessment process to identify key stakeholder groups and take their input in identifying material issues. We identified both internal and external stakeholders based on their capacity to impact or influence the organisation.

- External stakeholders- Shareholders, Dealers, Customers, Government, Regulatory & Statutory bodies, Media, Local communities
- Internal stakeholders- Employees

## Business Responsibility & Sustainability Report

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

Stakeholder engagement and outcomes

Stakeholder group	Engagement mechanism	Purpose of engagement	Frequency	Key stakeholder concerns	How we create value for them?
<b>INTERNAL STAKEHOLDERS</b>					
Employees	<ul style="list-style-type: none"> <li>• Training programmes, Events, Seminars, Workshops</li> <li>• Awards – Plant level reward programmes</li> <li>• Surveys, Employee centric applications</li> </ul>	<ul style="list-style-type: none"> <li>• Innovation</li> <li>• Employee motivation and team building</li> <li>• Discussion and issue resolution</li> <li>• Prevention from accidents and health hazards</li> </ul>	Periodically	<ul style="list-style-type: none"> <li>• Career growth and progression</li> <li>• Performance management</li> <li>• Employee motivation</li> <li>• Employee involvement</li> </ul>	We create value for our employees by providing appropriate remuneration, trainings, health, and wellbeing initiatives
<b>EXTERNAL STAKEHOLDERS</b>					
Shareholders	<ul style="list-style-type: none"> <li>• Investor Presentation and Investor calls on quarter basis</li> <li>• Annual General Meeting</li> <li>• Annual Report</li> <li>• Shareholder meetings</li> <li>• Sustainability report</li> <li>• Grievance redressal mechanism</li> </ul>	<ul style="list-style-type: none"> <li>• Share financial performance, strategic insights, new projects, changes in ESG performance</li> </ul>	Periodically	<ul style="list-style-type: none"> <li>• Timely dividend payments</li> <li>• Transparency in reporting</li> <li>• Company's financial health, growth, and performance</li> </ul>	We create value for our shareholders by delivering above average return on investments and engaging in ethical business practices
Dealers	<ul style="list-style-type: none"> <li>• Dealer meetings</li> <li>• Dealer surveys</li> </ul>	<ul style="list-style-type: none"> <li>• Building stronger relationships and getting feedback from market</li> </ul>	Periodically	<ul style="list-style-type: none"> <li>• Product benefits and features</li> <li>• Product quality and feedback</li> <li>• Building relationships and trust</li> <li>• New product development</li> </ul>	We provide loyalty programs aimed at recognising long relationships of our channel partners and provide special privileges to them
Customers	<ul style="list-style-type: none"> <li>• Customer care service to address query, get feedback, etc.</li> <li>• Social media</li> </ul>	<ul style="list-style-type: none"> <li>• Feedback to streamline operations, services and build better products</li> </ul>	Periodically	<ul style="list-style-type: none"> <li>• Product benefits and features</li> <li>• Product quality and feedback</li> <li>• Building relationships and trust</li> <li>• New product development</li> </ul>	Our product portfolio is diverse that can meet the construction requirements of wider group of customers
Regulatory & Statutory Bodies	<ul style="list-style-type: none"> <li>• Regular compliance reports</li> <li>• Statutory audits</li> </ul>	<ul style="list-style-type: none"> <li>• Disclosures on compliance as required by government</li> </ul>	Periodically	<ul style="list-style-type: none"> <li>• Business ethics and compliance</li> <li>• Disclosure on ESG</li> </ul>	We contribute through direct and indirect taxation and comply with regulations as applicable
Media	<ul style="list-style-type: none"> <li>• Management interviews</li> </ul>	<ul style="list-style-type: none"> <li>• Communicate progress made in the financial year, enhance brand perception, etc.</li> </ul>	Periodically	<ul style="list-style-type: none"> <li>• Transparency</li> <li>• Disclosure on compliance</li> </ul>	We reach out to a wider audience to build brand recognition through ethical promotions
Local Communities	<ul style="list-style-type: none"> <li>• Daily informal interactions</li> <li>• Regular field surveys</li> </ul>	<ul style="list-style-type: none"> <li>• Feedback of communities on the issues they face and performance of CSR initiatives</li> </ul>	Periodically	<ul style="list-style-type: none"> <li>• Building relationships</li> <li>• Improving living standards</li> <li>• Direction and deployment of resources</li> <li>• Awareness on social issues</li> </ul>	JKCL gives back to the community and have many initiatives in place for their welfare

## 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.

Our company has established a CSR & Sustainability Committee responsible for overseeing ESG governance and monitoring performance. Chaired by an Independent Woman Director, this committee provides quarterly updates on performance and reviews in their respective areas, presenting outcomes to the Board during meetings. Furthermore, the company conducts periodic stakeholder engagement exercises on ESG topics, following a structured approach regarding frequency, delegation, and reporting of outcomes, including feedback from stakeholders to the Board.

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, Stakeholder consultations were conducted to identify and prioritise material topics, considering their impact on both our stakeholders and our business. Using the outcomes from the materiality assessment and stakeholder engagement exercise, strategies, objectives, and goals are developed and implemented, supported by a monitoring mechanism to ensure effectiveness.

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

JKCL has a strong commitment to engaging with and addressing the concerns of vulnerable and marginalised stakeholder groups. Several initiatives have been undertaken to ensure their voices are heard and their needs are met. One such instance is the establishment of community outreach programs aimed at improving the livelihoods of marginalised communities around our operational areas. These programs include skill development workshops, educational support, and healthcare services. In response to specific concerns raised by these groups, JKCL has implemented tailored solutions such as constructing sanitation facilities, providing clean drinking water, and enhancing local infrastructure. Furthermore, regular consultation meetings are held with community representatives to continuously assess and address their needs. For more details on initiatives taken at local level, Refer- Social and Relationship Capital section of Integrated Annual Report FY 2024.

## 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	Current FY (2023-24)			Previous FY (2022-23)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. employees/ workers covered (D)	%(D/C)
Employees						
Permanent	4097	4097	100	3216	3216	100
Other than permanent	2109	2109	100	1767	1767	100
<b>Total Employees</b>	<b>6206</b>	<b>6206</b>	<b>100</b>	<b>4983</b>	<b>4983</b>	<b>100</b>
Workers						
Permanent	99	99	100	551	551	100
Other than permanent	4479	4479	100	3695	3695	100
<b>Total Workers</b>	<b>4578</b>	<b>4578</b>	<b>100</b>	<b>4246</b>	<b>4246</b>	<b>100</b>

## Business Responsibility & Sustainability Report

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

Category	Current FY (2023-24)					Previous FY (2022-23)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>	4097	0	0	4097	100	3216	0	0	3216	100
Male	3957	0	0	3957	100	3104	0	0	3104	100
Female	140	0	0	140	100	112	0	0	112	100
<b>Other than Permanent</b>	2109	0	0	2109	100	1767	0	0	1767	100
Male	2074	0	0	2074	100	1762	0	0	1762	100
Female	35	0	0	35	100	5	0	0	5	100
<b>Workers</b>										
<b>Permanent</b>	99	0	0	99	100	551	0	0	551	100
Male	99	0	0	99	100	549	0	0	549	100
Female	0	0	0	0	0	2	0	0	2	100
<b>Other than Permanent</b>	4479	0	0	4479	100	3695	1293	35	2402	65
Male	4445	0	0	4445	100	3655	1293	35	2362	65
Female	34	0	0	34	100	40	0	0	40	100

### 3. Details of remuneration/salary/wages

#### a. Median remuneration/wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary / wages of respective category (in INR)	Number	Median remuneration/ salary/ wages of respective category (in INR)
Board of Directors (BoD)	11	[Refer Corporate Governance Section]	3	[Refer Corporate Governance Section]
Key Managerial Personnel	4		0	NA
Employees other than BoD and KMP	6031	8.95 Lacs	175	8.09 Lacs
Workers	4544	5.5 Lacs	34	5.5 Lacs

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	2.9%	2.9%

### 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 has developed Human Rights Policy to define JKCL' commitment to respect Human rights and provide conducive environment to our employees and our stakeholders. Under this Policy, Chief Human Resource officer (CHRO) of the Company shall be responsible for addressing any alterations, implications, amendments in the Policy. The Company also has Grievance Redressal Policy which defines the mechanism to redress grievances related to human rights issues.

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

JKCL has a well-defined Grievance Redressal Policy to address and resolve any grievances related to harassment or human rights violations. The policy establishes a structured mechanism for handling such issues, ensuring employees' concerns are effectively addressed. We have internal committee, who is responsible to address the grievance and resolve within stipulated time.

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	–	0	0	–
Discrimination at workplace	0	0	–	0	0	–
Child Labour	0	0	–	0	0	–
Forced Labour/ Involuntary Labour	0	0	–	0	0	–
Wages	0	0	–	0	0	–
Other human rights related issues	0	0	–	0	0	–

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (PoSH)	0	0
Complaints on PoSH as a % of female employees/ workers	0	0
Complaints on PoSH upheld	0	0

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

We have PoSH & Grievance committee who resolve complaints within stipulated timeline. We provide a helpline enabling stakeholders to report any issues related to human rights violations or concerns encountered by employees or workers in the workplace. These concerns are handled with care, ensuring swift action and resolution. A meticulous investigation process ensures fairness for all involved parties, offering an opportunity to present information and any material evidence.

**9. Do human rights requirements form part of your business agreements and contracts?**

Yes, Human rights requirements do play a part of JKCL's business agreements, including contracts with employees and members of the workforce. More specifically, pursuant to the Indian Labour Law and the Payment as per minimum Wages Act etc., JKCL ensures that the workforce and employees alike are remunerated as per the contractual agreement signed and presented with human conditions.

**10. Assessments for the year:**

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

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

NA

# Business Responsibility & Sustainability Report

## Leadership Indicators

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

JKCL maintains a strict policy of zero tolerance towards any form of discrimination or harassment. So far, no complaint has been received hence not applicable.

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

JK Cement Ltd. (JKCL) ensures that the human rights of its workforce are protected and not violated in any way. For the past five years, JKCL has been recognised as a "Great Place to Work." An independent survey conducted by a third party assessed all our employees on various parameters, including trust, values, leadership effectiveness, innovation, respect, and growth. We do conduct internal and external assessments periodically, for all our JKCL facilities including all sales offices.

- 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?**

We have provided appropriate facilities and amenities along with barrier-free accessibility to the visitors with disability to enable them to effectively perform their duties in the establishment. There are provision of elevator/ ramps for the benefit of wheelchair users and minimum width of walkways.

- Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100
Discrimination at workplace	100
Child Labour	100
Forced Labour/Involuntary Labour	100
Wages	100
Others- please specify	–

Our Supplier code of conduct addresses all of these aspects. In additions all our suppliers are screened on the basis of ESG Parameters.

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

There were no significant risk/concerns arising from the assessments.

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

### Essential Indicators

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A) (GJ)	2041808	612548
Total fuel consumption (B) (GJ)	1172414	1424468
Energy consumption through other sources (C) (GJ)	NA	NA
Total energy consumed from renewable sources (A+B+C) (GJ)	3214222	2037016
From non-renewable sources		
Total electricity consumption (D) (GJ)	1807669	2688801
Total fuel consumption (E) (GJ)	38743661	29889767
Energy consumption through other sources (F) (GJ)		

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total energy consumed from non-renewable sources (D+E+F)	40551330	32578568
Total energy consumed (A+B+C+D+E+F)	43765552	34615584
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations) (MJ/INR)	0.4	0.37
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption/ Revenue from operations adjusted for PPP) (GJ/Crore)	1100	1035
Energy intensity in terms of physical output GJ/tonne of Cementitious Material	2.32	2.29
Energy intensity (optional) – the relevant metric may be selected by the entity		-

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

DNV Business Assurance India Private Limited has carried out the independent assessment of the GRI Indicator assurance (Non- Financial) and BRSR core elements. The financial assurance was carried out by S.R Batliboi & Co. LLP.

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.

Yes, following units were identified as designated consumers (DCs) under the PAT Scheme of the GOI in the Cycle VII (Year 2022-23 to 2024-25):

Sr No.	Unit	Cycle Targets (TOE)	Achievement FY 23-24 (TOE)	Remarks
1	Nimbahera-ICP	0.0975 (Cycle VII)	0.0735	Achieved
2	Mangrol-ICP	0.0854 (Cycle VII)	0.0770	Achieved
3	Muddapur-ICP	0.0885(Cycle VII)	0.0870	Achieved
4	Jharli-GU	0.0092 (Cycle VI)	0.0071	Achieved
5	Gotan (White)-ICP	0.1272 (Cycle VII)	0.1098	Achieved
6	Aligarh-GU	0.0080(Cycle VIII)	0.008	Achieved

\*ICP- Integrated Cement Plant, GU-Grinding Unit

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	1766882	1196561
(ii) Groundwater	1008195	866826
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater harvesting)	122589	110000
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2897666	2173387
Total volume of water consumption (in kilolitres)	2897666	2173387
Water intensity per rupee of turnover (Total Water consumed / Revenue from operations) (KI/INR Lacs)	2.65	2.5
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) (KL/INR Cr.)	72.82	64.97
Water intensity in terms of physical output (KL/tonne of Cementitious Material)	0.15	0.15
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.

## Business Responsibility & Sustainability Report

DNV Business Assurance India Private Limited has carried out the independent assessment of the GRI Indicator assurance (Non- Financial) and BRSR core elements. The financial assurance was carried out by S.R Batliboi & Co. LLP.

#### 4. Provided the following details related to water discharged:

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

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

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

All the plants of JKCL are Zero Liquid Discharge facility. Total effluent generated is recycled through ETP and STP and used in the process, domestic purpose, gardening etc.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NO <sub>x</sub>	MT/Annum	9118	8351.20
SO <sub>2</sub>	MT/Annum	1515	278.04
Particulate Matter (PM)	MT/Annum	692	532.59
Persistent organic pollutants (POP)	–	–	–
Volatile organic compounds (VOC)	MT/Annum	50.28	–
Hazardous air pollutants (HAP)	–	–	–
Others- please specify	–	–	–

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

DNV Business Assurance India Private Limited has carried out the independent assessment of the GRI Indicator assurance (Non- Financial) and BRSR core elements. The financial assurance was carried out by S.R Batliboi & Co. LLP.

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

Parameter	Unit	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	10334366	7985999.42
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	368584	419202
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) (Kg CO <sub>2</sub> equivalent/INR)	Metric tonnes of CO <sub>2</sub> equivalent /INR Lacs	9.8	9.6
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	MT of CO <sub>2</sub> / INR. Cr	269	251
Total Scope 1 and Scope 2 emission intensity in terms of physical output (MT of CO <sub>2</sub> /tonne of Cementitious)	MT of CO <sub>2</sub> /tonne of Cementitious Material	0.565	0.565
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.

DNV Business Assurance India Private Limited has carried out the independent assessment of the GRI Indicator assurance (Non- Financial) and BRSR core elements. The financial assurance was carried out by S.R Batliboi & Co. LLP.

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

Cement, an indispensable material for construction, plays a pivotal role in the development of emerging markets worldwide. However, the cement industry is also a significant contributor to global CO<sub>2</sub> emissions, accounting for about 7% of the total and standing as the second-largest industrial emitter after the iron and steel sector. Cement production is an energy-intensive process and hard to abate sector for the reduction of GHG emission that consumes both thermal and electrical energy.

The major source of emission is through primary raw material, limestone, which generates greenhouse gas (GHG) emissions during heating, (known as process emissions). The Process emissions account for approximately 60% of total emissions, while power and fuel contribute 10% and 30%, respectively.

JK Cement Ltd. (JKCL) has identified four major strategies to reduce its carbon footprint:

1. Integrations of advanced technologies and practices to enhance energy efficiency.
2. Transitioning from fossil fuels to cleaner alternatives such as AFR
3. Increasing the use of renewable energy and waste heat recovery systems (WHRS) to reduce reliance on fossil power.
4. Lowering the proportion of clinker in cement by producing more blended cement.

JKCL has near-term targets aligned with the well-below 1.5-degree celsius scenario, which was validated by the Science Based Targets initiative (SBTi) in August 2023. The company aims to reduce GHG emissions (Scope 1 and Scope 2) by 21.7% from FY 2019-20 to FY 2029-30 through various decarbonisation measures. The action plan includes increasing the share of green power mix (renewable energy and WHRS) to 75%, reducing the clinker factor to 65%, and raising the thermal substitution rate (TSR) to 35% by partially replacing kiln fossil fuel with biomass and alternative fuels and raw materials (AFR).

Over the years, JKCL has undertaken numerous initiatives to adopt clean and green technologies. The company has consistently integrated the best available technologies in the market to enhance energy efficiency and reduce its environmental impact.

## Business Responsibility & Sustainability Report

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

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1020	430
E-waste (B)	28	34.07
Bio-medical waste (C)	2	0.23
Construction and demolition waste (D)	0	0
Battery waste (E)	26	42.30
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	100	110.23
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	8865	8650
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>10041</b>	<b>9267.83</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (Kg/INR Lacs)	9.19	9.95
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/INR Cr.)	0.25	0.28
Waste intensity in terms of physical output (Kg/tonne of Cementitious Material)	0.531	0.622
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	9640	NA
(ii) Re-used	-	NA
(iii) Other recovery operations	-	NA
<b>Total</b>	<b>9640</b>	<b>NA</b>
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	NA
(ii) Landfilling	-	NA
(iii) Other disposal operations	1126	NA
<b>Total</b>	<b>1126</b>	<b>NA</b>

Recycled category includes sum of used oil, contaminated oil, battery, e-waste, grease used drums, waste oil, metal scrap, plastic scrap, refractory scrap, empty drums, machinery scrap, segregated iron chips used and cable scrap data.

Other disposable methods category includes sum of paper scrap, filter bags, wooden waste, rubber scrap, fire bricks scrap, old tyre, furniture scrap, old filter bags, burst bag, other waste, biomedical solid & liquid and other hazardous waste data.

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.

DNV Business Assurance India Private Limited has carried out the independent assessment of the GRI Indicator assurance (Non- Financial) and BRSR core elements. The financial assurance was carried out by S.R Batliboi & Co. LLP.

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

JKCL is committed to minimising the use of hazardous materials in our products and eliminating waste directed to disposal. E-waste or batteries generated are sent to authorised recyclers, while used oil is co-processed within our cement operations whenever possible. Additionally, non-hazardous waste generated is directed to third-party recyclers.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
			None

12. 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
Proposed Integrated Cement Plant - Clinker (2 x 4.0 million TPA), Cement (2 x 3.0 million TPA), WHRS (2 x 25 MW), DG Set [2 x 1250 KVA {1000 KVA or 500 KVA, 250 KVA & 125 KVA}], Oxygen Plant (2 x 80 m <sup>3</sup> /hr) in phased manner along with installation of Railway Siding with Wagon Tippler at Village: Parewar, Tehsil & District: Jaisalmer (Rajasthan) by M/s. JK Cement Ltd.	14 <sup>th</sup> Sept., 2006 & its amendments	14 <sup>th</sup> Sept., 2006 & its amendments	Yes	Yes	<a href="https://parivesh.nic.in/newupgrade/#!/trackYourProposal/proposal-details?proposalId=IA%2FRJ%2FIND1%2F438401%2F2023&amp;proposal=7172261">https://parivesh.nic.in/newupgrade/#!/trackYourProposal/proposal-details?proposalId=IA%2FRJ%2FIND1%2F438401%2F2023&amp;proposal=7172261</a>
Proposed Hanamaneri Limestone Mine Block (Area: 445.37 Ha) with Proposed Limestone Production Capacity: 4.0 million TPA, Intercalated Waste: 1.0 million TPA, Top Soil: 0.19 million TPA, Over Burden: 0.94 million TPA (Total Excavation: 6.13 million TPA) along with installation of Crusher & Screening Capacity: 1300 TPH and OLBC Capacity: 1200 TPH with 14 km length at Villages: Hanamaneri, Lokapur, Jalikatti B.K. & Jalikatti K.D., Taluka: Badami & Mudhol, District: Bagalkot, State: Karnataka by M/s. JK Cement Ltd.	14 <sup>th</sup> Sept., 2006 & its amendments	14 <sup>th</sup> Sept., 2006 & its amendments	Yes	Yes	<a href="https://parivesh.nic.in/newupgrade/#!/trackYourProposal/proposal-details?proposalId=IA%2FKA%2FMIN%2F453560%2F2023&amp;proposal=27580245">https://parivesh.nic.in/newupgrade/#!/trackYourProposal/proposal-details?proposalId=IA%2FKA%2FMIN%2F453560%2F2023&amp;proposal=27580245</a>

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

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
	None	-	-	

### Leadership Indicators

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

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

- Name of the area: Mangrol and Nimbahera, (Chittorgarh) & Gotan, (Nagaur), Rajasthan
- Nature of operations: Integrated Cement Plants
- Water withdrawal, consumption and discharge in the following format:

## Business Responsibility & Sustainability Report

### Water withdrawal by source (in kilolitres): Gotan Integrated Cement Plant

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water		
(ii) Groundwater	415122	408785
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (In kilolitres)	415122	408785
Total volume of water consumption (In kilolitres)	415122	408785
Water intensity per rupee of turnover (Water consumed / turnover) (KI/INR Lacs)	0.38	0.44
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(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	-	-
<b>Total water discharged (in kilolitres)</b>	<b>-</b>	<b>-</b>

### Water withdrawal by source (in kilolitres): Mangrol, Integrated Cement Plant

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	321582.14	251250
(ii) Groundwater	188062.07	210142
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (In kilolitres)	509644.21	461392
Total volume of water consumption (In kilolitres)	509644.21	461392
Water intensity per rupee of turnover (Water consumed / turnover) (KI/INR Lacs)	0.47	0.50
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(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	-	-

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
(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	-	-
<b>Total water discharged (in kilolitres)</b>	<b>-</b>	<b>-</b>

**Water withdrawal by source (in kiloliters): Nimbahera, Integrated Cement Plant**

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	639594	665534
(ii) Groundwater	173567	166764
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	120930	110000
Total volume of water withdrawal (In kilolitres)	934091	942299
Total volume of water consumption (In kilolitres)	934091	942299
Water intensity per rupee of turnover (Water consumed / turnover) (KI/INR Lacs)	0.85	1.01
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(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	-	-
<b>Total water discharged (in kilolitres)</b>	<b>-</b>	<b>-</b>

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

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## Business Responsibility & Sustainability Report

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	2529576	1469970
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO <sub>2</sub> eq /INR lacs	2.3	1.7
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO <sub>2</sub> eq /tonne of Cementitious	0.13	0.10

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.

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### 3. With respect to the ecologically sensitive areas reported at Question 11 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.

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

S No. Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of initiative (Savings in ₹ million)
1 Replacement of fossil fuel with AFR	AFR processing facilities have been installed across the organisation	
2 Replacement of fossil fuel with clean power	Installation of Waste heat recovery system, Increased the capacity of RE power and Reduction in fossil power generation and consumption	Reduced our power cost, Reduced GHG emissions, Reduced overall carbon, footprint of the product
3 Energy efficiency & advanced technologies	Replaced old heater system and grinding system with new high efficient manufacturing facilities	Reduced power and fuel consumption, Reduced carbon footprint of the product
4 Maintaining Zero Liquid Discharge	All the effluent power generated is treated and reused within the operations	Improved water efficiency Reduced water consumption
5 Implementation of water efficient technologies	Water cooling systems replaced with air cooling such as condensers in power plant and compressors	Reduction in water consumption
6 2030-Nature positive	Development of Biodiversity park located at Ahirpura limestone mine, Chittorgarh, Rajasthan	Improved ecological footprint Safe flora and fauna

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

Yes, all our plants and offices have onsite and offsite emergency plans with disaster management plan. Our workforce is continuously trained by carrying out mock drills and disaster management exercises for possible emergency situations.

### 6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Training programs have been arranged for value chain partners to enhance their understanding of environmental issues and the broader societal impacts of their activities. Key initiatives encompass supply chain optimization, energy efficiency measures, sustainable materials and processes, compliance with regulations, and collaborative efforts. These endeavors aim to cultivate a more efficient, cost-effective, and environmentally responsible supply chain.

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

51%

**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.**

9

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

S No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Merchants Chamber of UP	State
2	Cement Manufacturers' Association	National
3	Carbon Disclosure Project	International
4	S&P Global	International
5	Science Based Targets Initiative	International
6	Confederation of Indian Industry (CII)	National
7	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
8	Global Cement and Concrete Association (GCCA)	National & International
9	Member of JK Organisation	National

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

Name of authority	Brief of the case	Corrective action taken
CCI	<p>1. "Competition Commission of India (CCI)" vide its order dated August 31, 2016 imposed a penalty of ₹12,854 lacs on the Company. The appeal was heard whereupon National Company Law Appellate Tribunal (NCLAT) vide order dated July 25, 2018 upheld CCI's order. The Company has filed statutory appeal before the Hon'ble Supreme Court, which vide its order dated October 5, 2018 has admitted the appeal and directed that the interim order of stay passed by the NCLAT in this matter will continue for the time being. The Company, backed by legal opinion, believes that it has a good case</p> <p>2. In a separate matter, CCI imposed penalty of ₹ 928 lacs vide order dated January 19, 2017 for alleged contravention of provisions of Competition Act, 2002 by the Company. On Company's appeal, NCLAT has stayed the operation of CCI's order. The matter is pending for hearing before NCLAT. The Company, backed by legal opinion, believes it has a good case</p>	The Company believes in fair dealing and avoid any actions that could lead to unfair competition and hindering of free trade.

# Business Responsibility & Sustainability Report

## Leadership Indicators

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

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
1	Green power Procurement policies	National and international platforms, meeting with BEE, MNRE, CII	Yes	As and when required	Not available
2	Carbon markets	Seminars, conferences and Forums	Platforms of CII, BEE, CMA, MoEF&CC	As and when required	Not available
3	Fly Ash regulations and market dynamics	Seminars, conferences	Platforms of CMA and MoEF&CC	As and when required	Not available
4	Decarbonisation and Net Zero	National and international conferences, Meetings, seminars	Platforms of Bureau of Energy Efficiency, MoEF&CC, GCCA, SBTi, TERI, FICCI, CDP, CMA	As and when required	Not available
5	Cement sector alignment with SDGs	Conference, seminars	Platform of GCCA	As and when required	Not available

## 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.

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
None	-	-	-	-	-

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

S.No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
1	Proposed Hanamaneri Limestone Mine Block (Area: 445.37 Ha) with Proposed Limestone Production Capacity: 4.0 million TPA, Intercalated Waste: 1.0 million TPA, Top Soil: 0.19 million TPA, Over Burden: 0.94 million TPA (Total Excavation: 6.13 million TPA) along with installation of Crusher & Screening Capacity: 1300 TPH and OLBC Capacity: 1200 TPH with 14 km length at Villages: Hanamaneri, Lokapur, Jalikatti B.K. & Jalikatti K.D., Taluka: Badami & Mudhol, District: Bagalkot, State: Karnataka by M/s. JK Cement Ltd.	Karnataka	Bagalkot	194	(194/412)*100 = 47.09%	₹121.23 Cr. This is the compensation to be paid for purchase of 306.67 ha (out of 445.37 ha) land. Land is being/ will be purchased as per Mining Plan.

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

We actively promote local communities to share their suggestions and concerns with us. We have implemented a robust grievance mechanism enabling individuals to express any issues they may have. Our CSR committee consistently engages with local communities to facilitate the raising of complaints through various channels, such as formal letters or one-to-one meetings. All complaints raised undergo thorough investigation, and appropriate actions are promptly taken to address them.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	6.09%	8.8%
Directly from within India	91.23%	Not available

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

Location	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	6%	NA
Semi-urban	7%	NA
Urban	25%	NA
Metropolitan	62%	NA

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

### 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
In the impact assessment studies, there has been no negative impacts associated.	NA

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

S.No. State	Aspirational District	Amount spent (In INR)
None	–	–

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

JKCL promotes procurement of materials from suppliers who are compliant to ESG principles. JKCL prefers local suppliers as it helps in creating livelihood opportunities for the locals.

(b) From which marginalised / vulnerable groups do you procure?

We have not segregated the vendors based on the marginalised /vulnerable group

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

Not applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge.

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

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

Name of authority	Brief of the Case	Corrective Action Taken
NA	–	–

# Business Responsibility & Sustainability Report

## 6. Details of beneficiaries of CSR Projects

S.No.	CSR Project	No. of persons benefited from CSR projects
1	Healthcare	129512
2	Education	73749
3	Livelihood	15525
4	Rural Transformation	203096
5	Environment Sustainability	47408
6	Others	10280
<b>Total nos. of beneficiaries</b>		<b>4.79 lakhs</b>

### 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.

JKCL has the provision for customers to provide feedback or raise any concerns on the website. Customers can reach out on the email IDs: consumer.care@jkcement.com & customercare.white@jkcement.com. JKCL also has toll free number 1800 266 2606.

We have marketing offices in 19 states where our team regularly interacts with the customers and dealers. Whenever any complaint is raised through contractors, retailers, distributors, call centres, or our website, it is swiftly channelled to our dedicated team for resolution. Our unwavering commitment is to address each concern within 24 hours and diligently work toward resolution within 3 working days, unless extensive testing is required. The meticulous records are maintained by our BD MIS team form the bedrock for insightful analysis and constructive discussions during our review meetings. Collaborating with our Quality, Manufacturing, and Marketing teams, we make informed decisions to ensure continuous enhancement and utmost customer satisfaction. Trainings are also provided to customers for proper usage and disposal of the products. We have a dedicated cell of technical engineers who visits the customer's site to take feedback, build capacity and resolve any product related queries etc.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100
Safe and responsible usage	100
Recycling and/or safe disposal	100

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

	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Others	1369	27	-	1296	20	-

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

	Number	Reasons for recall
Voluntary recalls	0	0
Forced recalls	0	0

**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.**

Our code of conduct addresses data security and privacy risks. At our company, we have implemented robust cybersecurity procedures and IT security practices to ensure there are no data leaks or breaches of data privacy. Regular and comprehensive risk assessments help us identify vulnerabilities, threats, and risks to our assets, allowing us to implement necessary controls. Additionally, we conduct awareness and training programs for our employees, equipping them with the knowledge to prevent data breaches. We are also in process of releasing an exclusive cyber security policy.

**6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

Since there are no complaints, there was no need for any corrective action.

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

- a. Number of instances of data breaches along with impact - 0
- b. Percentage of data breaches involving personally identifiable information of customers - 0
- c. Impact, if any, of the data breaches - NA

**Leadership Indicators**

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

Products can be referred on the website- <https://www.jkcement.com>

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

Our marketing strategy is anchored in proactive customer engagement, where our team consistently fosters connections to illustrate the benefits and optimal applications of our products. Additionally, We have established a specialised unit comprising of technical team who embark on site visits to conduct thorough assessments, disseminate industry-leading construction methodologies, bolster skill sets, gather invaluable feedback, and promptly address any product-related inquiries or concerns. This multifaceted approach not only strengthens customer relationships but also positions us as trusted advisors committed to delivering unparalleled value and support throughout every stage of our customers' journey.

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

Our Company doesn't fall under essential services.

**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)**

Yes, our company follows BIS regulations for the product packaging and information to be contained in the product packaging.

Yes. We have a robust system of taking customer feedback on product quality and issues, our website also has a customer feedback page where our customers can provide their feedback in case of any concern. Link is given for reference: <https://www.jkcement.com/customer-feedback/>.