



Environmental, Social and Governance (ESG) Policy for Value Chain

As JK Cement Limited implements Environmental, Social, and Governance (ESG) factors into our operations, it is mandatory for all our value chain partners to adopt and promote the following ESG practices, where applicable. Value chain partners should:

Environmental Parameters

- Ensure that all its activities comply with relevant laws, regulations, and applicable codes of standards and practices, while adopting additional measures deemed necessary to go beyond regulatory expectations.
- Maintain a formal environmental policy with commitments to legal compliance, continuous improvement, and the promotion of a clean, green, and safe work environment.
- Take measures to minimize their environmental impact and document, review, and track their efforts to ensure their effectiveness. If there are any significant environmental impacts, value chain partners are required to share the details with the company.
- Ensure the optimum use of natural resources, including energy, water, and raw materials, while striving for conservation.
- No operational activities in close proximity to World Heritage areas and International Union for Conservation of Nature (IUCN) Category I-IV protected areas.
- Recognize climate change risks and develop strategies to manage and mitigate physical (e.g., natural disasters, extreme weather) and transitional risks (policy, technology, market, reputational risks).

Social Parameters

- Ensure safe and healthy working practices, including accident prevention, emergency procedures, use of PPE, and training to prevent exposure to harmful substances or dangerous situations.
- Ensure prohibitions against smoking, alcohol and other intoxicants in factory premises.
- Prioritize the safety of personnel, machinery, and materials, ensuring drivers adhere to road safety norms and remain free from intoxicants while transporting goods.
- Ensure they comply with all applicable labour laws, including those governing work hours, minimum wages, and fair treatment of employees.
- Respect and protect human rights, ensuring no engagement in child labour or forced labour, and refrain from mental, physical punishment and use of abusive language.
- Promote equality and non-discrimination in the workplace, providing fair and equitable treatment to all employees.



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- Adopt cost-effective technologies and practices to improve productivity, profitability, and sustainability.

Governance and Ethics

- Adopt anti-bribery and anti-corruption practices in business dealings.
- Act with integrity, ensuring transparency, accountability, and fairness in all interactions.
- Encourage the recognition and protection of intellectual property rights, including traditional knowledge, and ensure adherence to ethical business conduct at all levels of the value chain.

Monitoring and Continuous Improvement

- Set measurable short- and long-term targets for environmental, social, and governance performance, and maintain transparency in reporting to all stakeholders.
- Implement robust monitoring mechanisms to evaluate the effectiveness of sustainability efforts and conduct regular assessments, audits, and inspections to ensure adherence to ESG standards.
- Regularly review and update ESG goals to reflect evolving best practices, laws, and organizational priorities, ensuring that any significant changes are promptly communicated to all stakeholders.

The policy shall be reviewed and updated as necessary to align with evolving regulations and best practices. Any amendments will be communicated to all stakeholders in a timely manner.

Approved By:

A.K. SARAOGI
Deputy Managing Director & CFO